

# WorkFirst GMAP

*June 15, 2006*

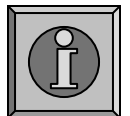
W A S H I N G T O N

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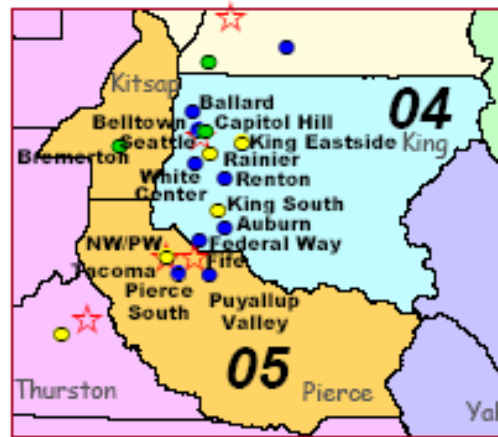
***WorkFirst***

## WorkFirst GMAP Slideshow Navigation

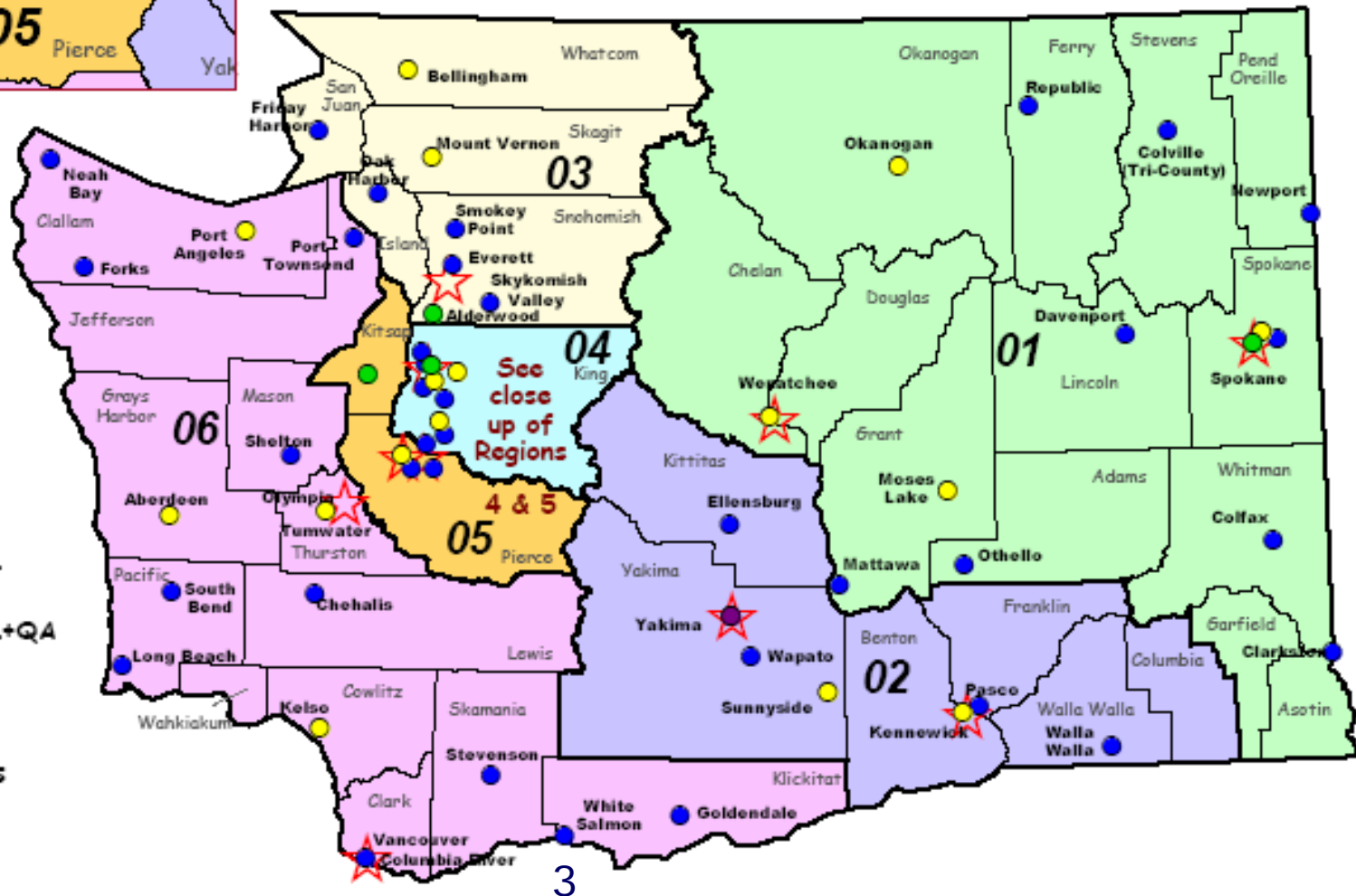
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# WorkFirst GMAP – DSHS Regions



Community Service, Child Support, Child Care and Early Learning Offices



# WorkFirst GMAP – Progress on Governor’s Directive

## *Implementation progress*

- Held regional Sub2 visits to discuss local performance and plans for reform implementation.
- Completed partner and individual agency training on comprehensive evaluation implementation.
- Issues identified:
  - Pregnancy to employment
  - Transportation
  - Child Care
  - Housing Authority relationship
  - Comprehensive evaluation (CE)
  - Program participation requirements
  - Sanctions
  - Data

## *Major milestones*

### June

- CE implemented
- 2<sup>nd</sup> GMAP
- Federal rules issued
- UW literature review

### July-August

- Early learning department established
- Client notices on sanction
- Identify policy/budget issues

### September

- Non-compliance sanction clock
- GMAP

### November

- Begin state-level sanction reviews

# WorkFirst GMAP – Budget

- Background
  - Actual caseload is down; expect additional carryforward in FY 2007 (\$10 to \$20 million)
- Identified needs
  - MOE increase to 80%
  - Client needs
    - Transportation
    - Support services
    - New approaches
    - State-only options
  - Administrative needs
    - State-level review staffing
    - Ongoing training
    - COLA increase
    - Quality assurance
    - Research



# WorkFirst GMAP – Status of the Program

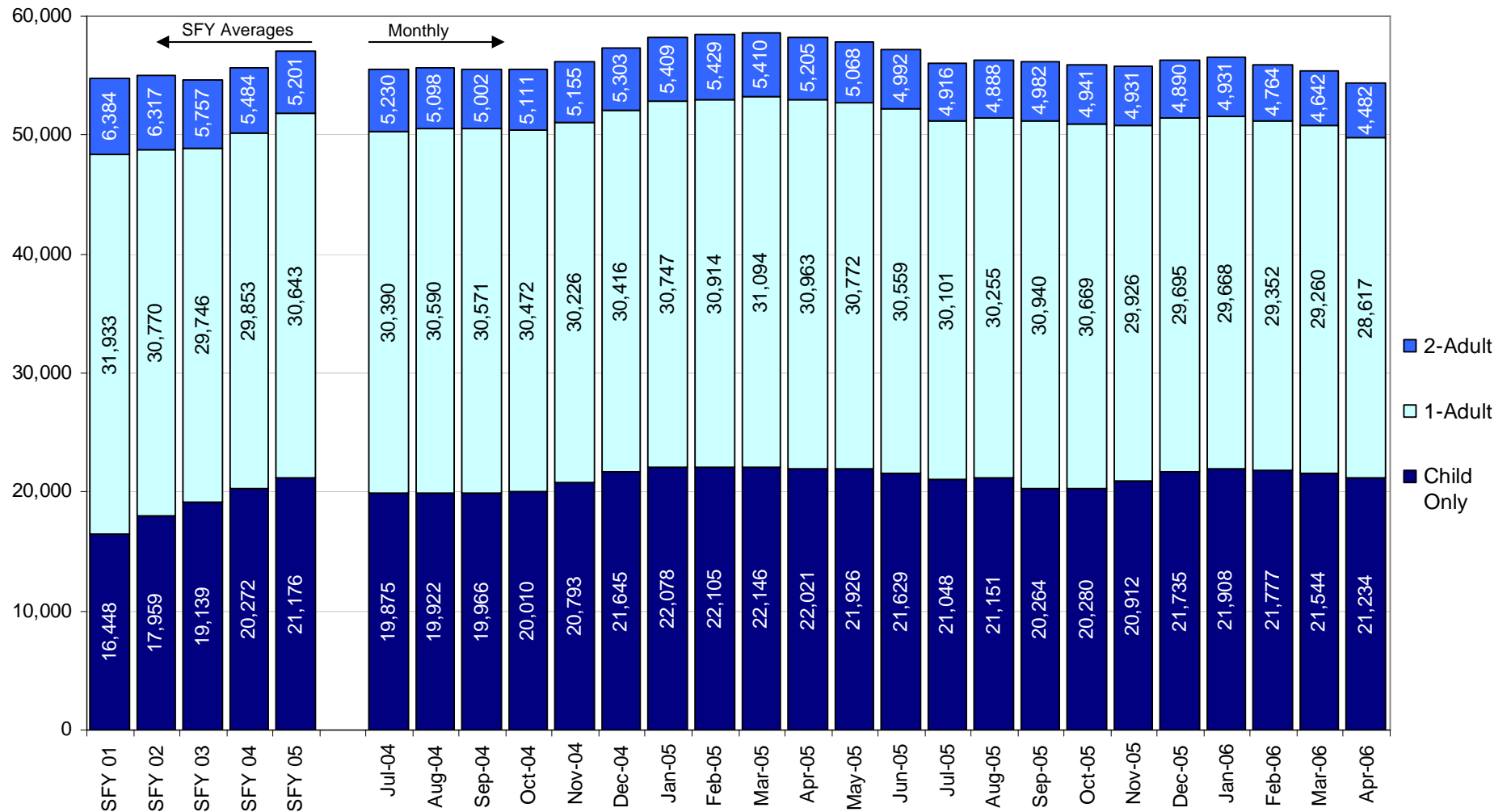
## ACTION PLANNING |

| Action  | Who         | Due Date  |
|---|-------------|---|
| Implement Governor's directive to reform WorkFirst: <ul style="list-style-type: none"> <li>• Comprehensive Evaluations (CE) – new evaluation process to engage families quickly in the employment pathway that will meet their needs.</li> <li>• Non-Compliant Sanction Policy (NCS) – tool of last resort for parents who refuse to participate.</li> <li>• Expanded Training and Education Options to assist parents in entering employment and reaching self-sufficiency (will be implemented with the CE).</li> </ul> | WF Partners | CE implementation – 6/1/06<br>NCS implementation – 9/1/06 |
| Continue implementation and monitoring of best practices: <ul style="list-style-type: none"> <li>• Upfront screening to all new and returning WorkFirst applicants to determine whether services other than WorkFirst will meet their needs.</li> <li>• Direct access to Unemployment Insurance (UI) to assist clients in the CSO apply for UI benefits.</li> <li>• Engagement efforts, currently focused on applicants, returners, and parents in sanction.</li> </ul>   | WF Partners | Underway  |
| Train Social Workers to become “vocationally-focused”, with an increased emphasis on stabilizing families and getting adults ready for employment.  | DSHS/CSD    | 6/30/06   |
| Continue monitoring performance in each Region and CSO.   | DSHS/CSD    | Underway  |

# WorkFirst GMAP –Caseload

**MEASURE** | Number of families receiving WorkFirst

**TREND** | Declining

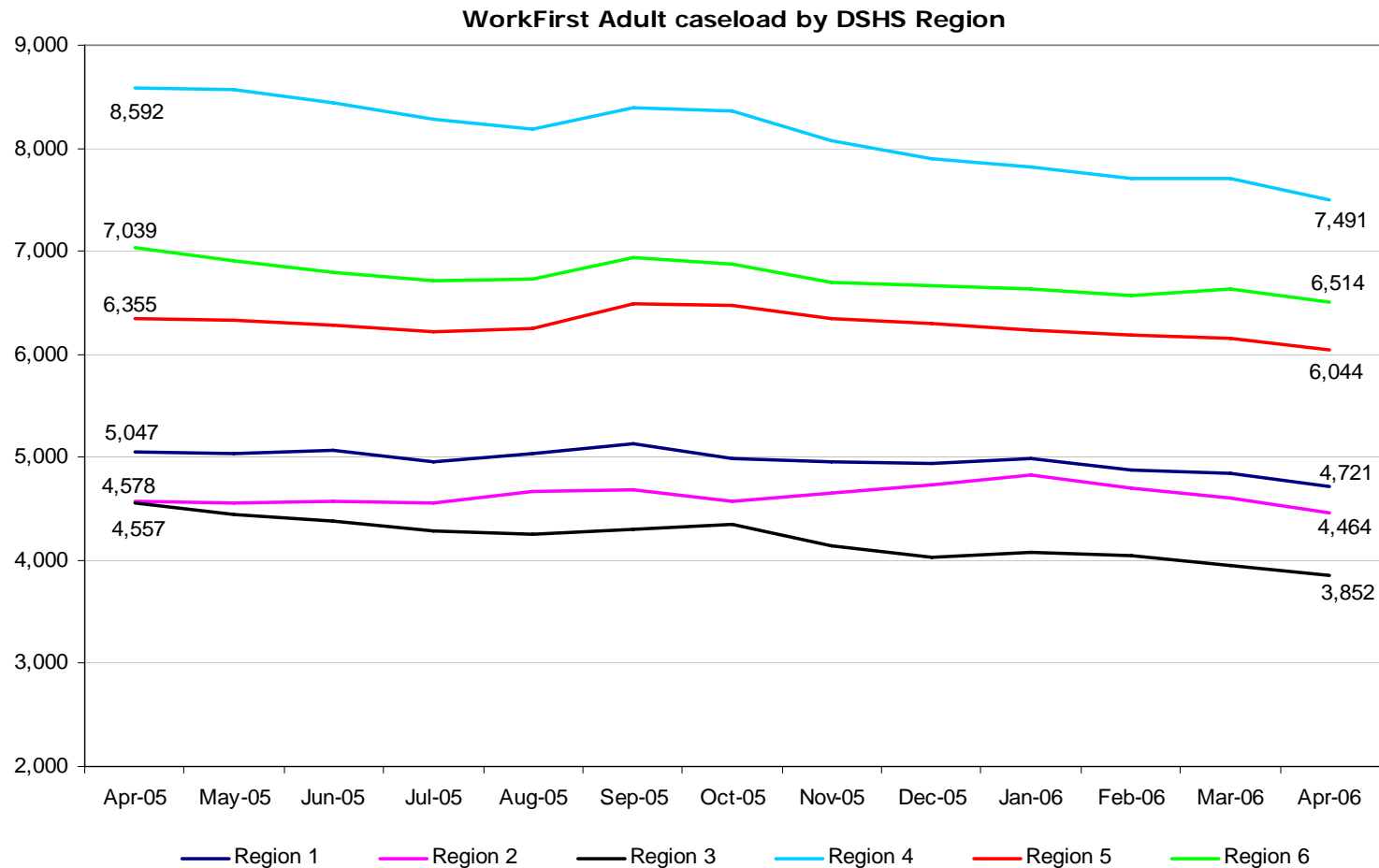


**Data Notes**

SOURCE: ACES Data Warehouse as posted on OPADA.

# WorkFirst GMAP –Caseload

**MEASURE** | Number of families receiving WorkFirst



**% change from April 2005 to April 2006:**

- Region 1 = -6.4%
- Region 2 = -2.5%
- Region 3 = -15.4%
- Region 4 = -12.8%
- Region 5 = -4.8%
- Region 6 = -7.4%

**Data Notes**

SOURCE: ACES Data Warehouse as posted on OPADA.



# WorkFirst GMAP – Caseload

MEASURE | Number of families receiving WorkFirst

## ANALYSIS |

- In April 2006, there were 54,333 WorkFirst families, 39% of which were child-only and 8% were two-parent families.
- WorkFirst caseload has been declining relative to the seasonal pattern that is typically observed. The April 2006 caseload was approximately **4,000** cases below the projection that was presented at the November 2005 Caseload Forecast Council meeting.
- The caseload change is attributed to both an increase in exits and a decrease in entry rates, relative to previous years.
- Child-only cases have declined over the past year. The decline is attributed to implementation of SB 5213 in September 2005. About 900 cases transitioned from child-only to 1 or 2 parent as parents (drug-felons) who were previously disqualified became eligible for WorkFirst. [Child Only data by Region](#)

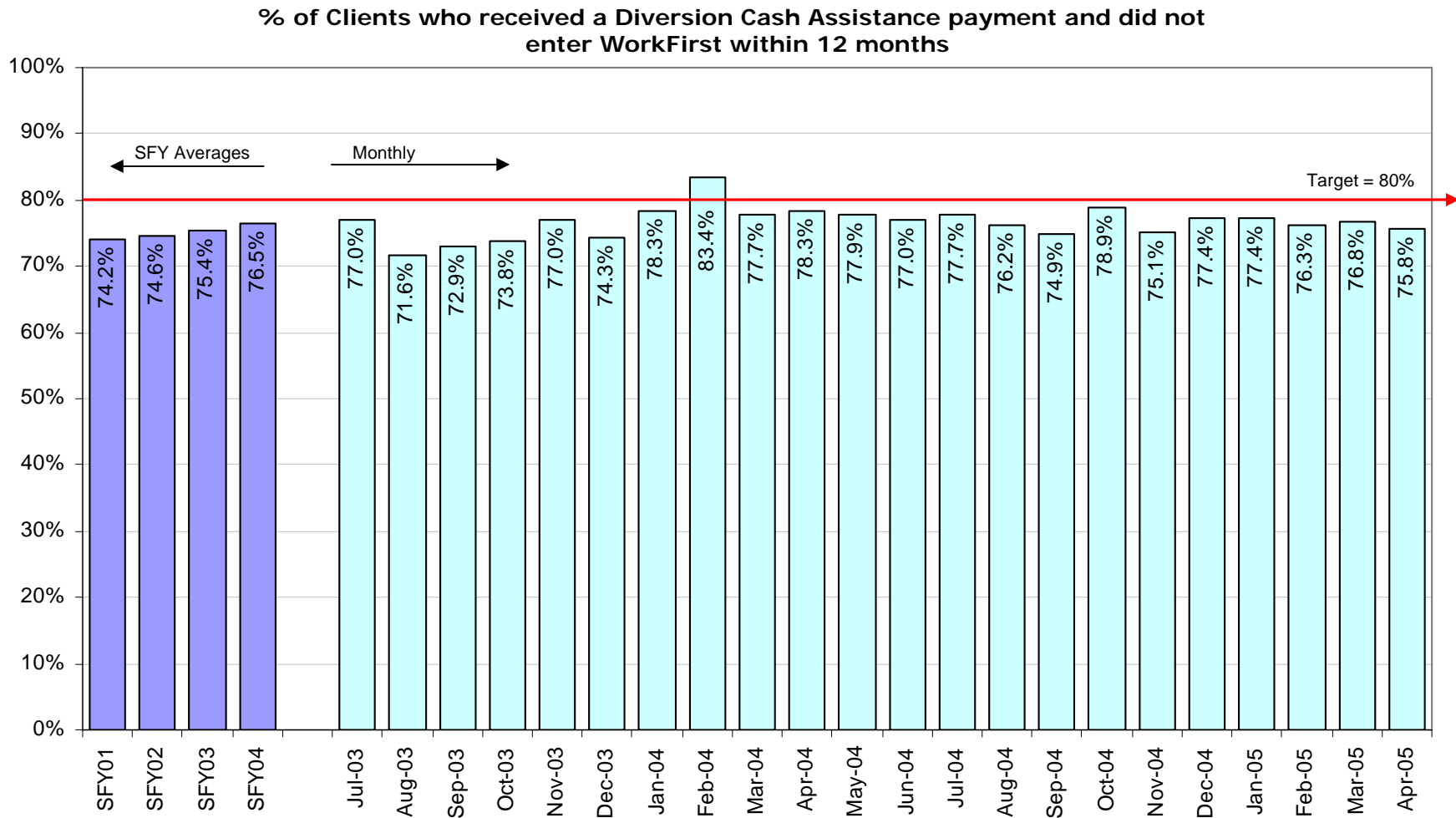
### *Regional/Office Level*

- Compared to one year ago, all regions have had a decline in cases with adults. Region 3 has declined the most (15% fewer cases in April 2006 than April 2005). Similarly, Region 4 is down by nearly 13%. Region 2 has had the smallest decrease in caseload, at 2.5%. [Region 2 adult cases by office](#)

# WorkFirst GMAP –Diversion Cash Assistance

**MEASURE** | Percent of clients who received a Diversion Cash Assistance payment and did not enter WorkFirst within 12 Months

**TARGET** | 80%



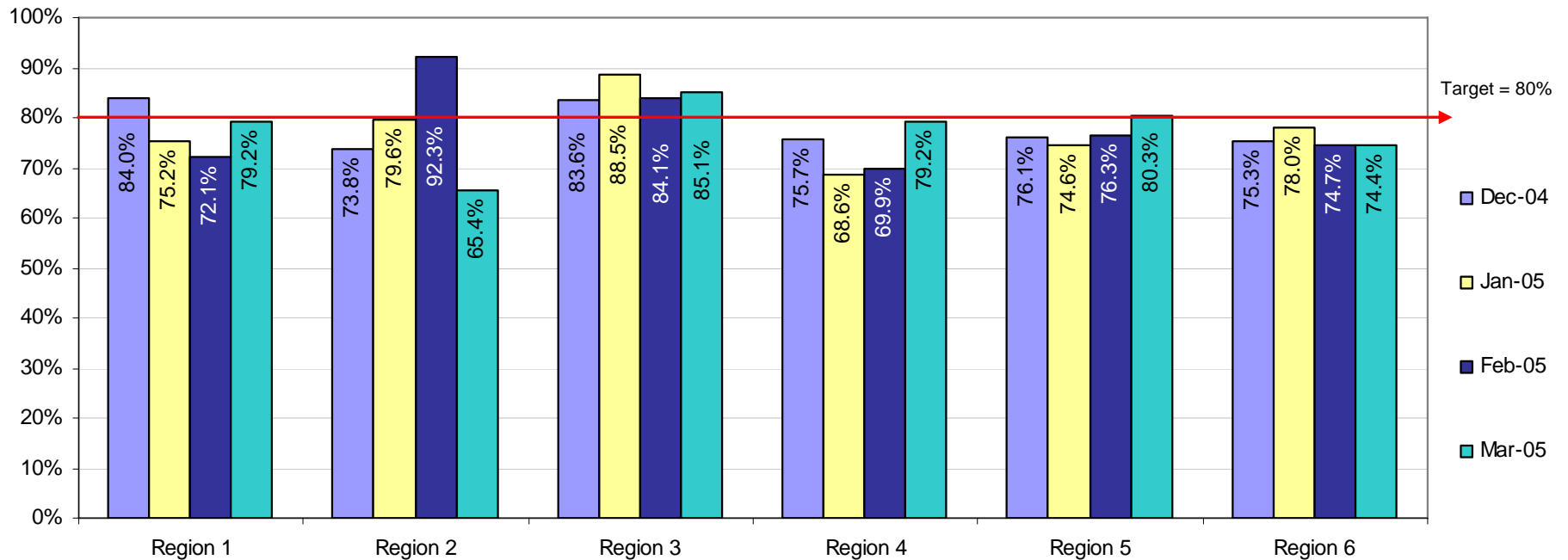
## Data Notes

SOURCE: ACES Data Warehouse as posted on OPADA.

Note: One-year lag in data series.

# WorkFirst GMAP –Diversion Cash Assistance

**MEASURE** | Percent of clients who received a Diversion Cash Assistance payment and did not enter WorkFirst within 12 months by Region



## Total Number of DCA Adult Clients – Statewide and Regional

|        | Region 1 | Region 2 | Region 3 | Region 4 | Region 5 | Region 6 | Statewide |
|--------|----------|----------|----------|----------|----------|----------|-----------|
| Mar 05 | 101      | 52       | 67       | 72       | 66       | 238      | 596       |
| Feb 05 | 61       | 39       | 63       | 73       | 59       | 237      | 532       |
| Jan 05 | 141      | 49       | 87       | 86       | 67       | 254      | 685       |
| Dec 04 | 94       | 42       | 67       | 107      | 46       | 295      | 651       |

**Data Notes**

SOURCE: ACES Data Warehouse as posted on OPADA.

# WorkFirst GMAP – Diversion Cash Assistance

**MEASURE |** Percent of Clients who received a Diversion Cash Assistance payment and did not enter WorkFirst within 12 Months

## **ANALYSIS |**

- DSHS is currently providing upfront screening to all new and returning WorkFirst applicants, to determine whether services other than WorkFirst will meet their needs. Diversion Cash Assistance is one of these services. Others include: Child Support, Basic Food, Medical Assistance, Unemployment Benefits, and Child Care.
- In April 2006, there were 570 DCA cases.
- DCA cases so far this fiscal year are up 20% relative to FY05.
- Average cost of a DCA grant is \$1,390.
- Early indicators suggest that the numbers are improving slightly as a result of increased efforts to implement positive prevention strategies. [\(6 month measure\)](#)

# WorkFirst GMAP – Comprehensive Evaluation

## Initial implementation

- ☐ 3 formal test sites
  - Columbia River CSO
  - Renton CSO
  - Wenatchee CSO
- ☐ Data systems not yet in place
- ☐ LPA plans reviewed with recommended changes identified
- ☐ Completion rates already a concern
  - Good cause process
  - <50% completion

## Action plan

### *June*

- ☐ Case record reviews to identify early problems
- ☐ Continue to address confidentiality issues

### *July-August*

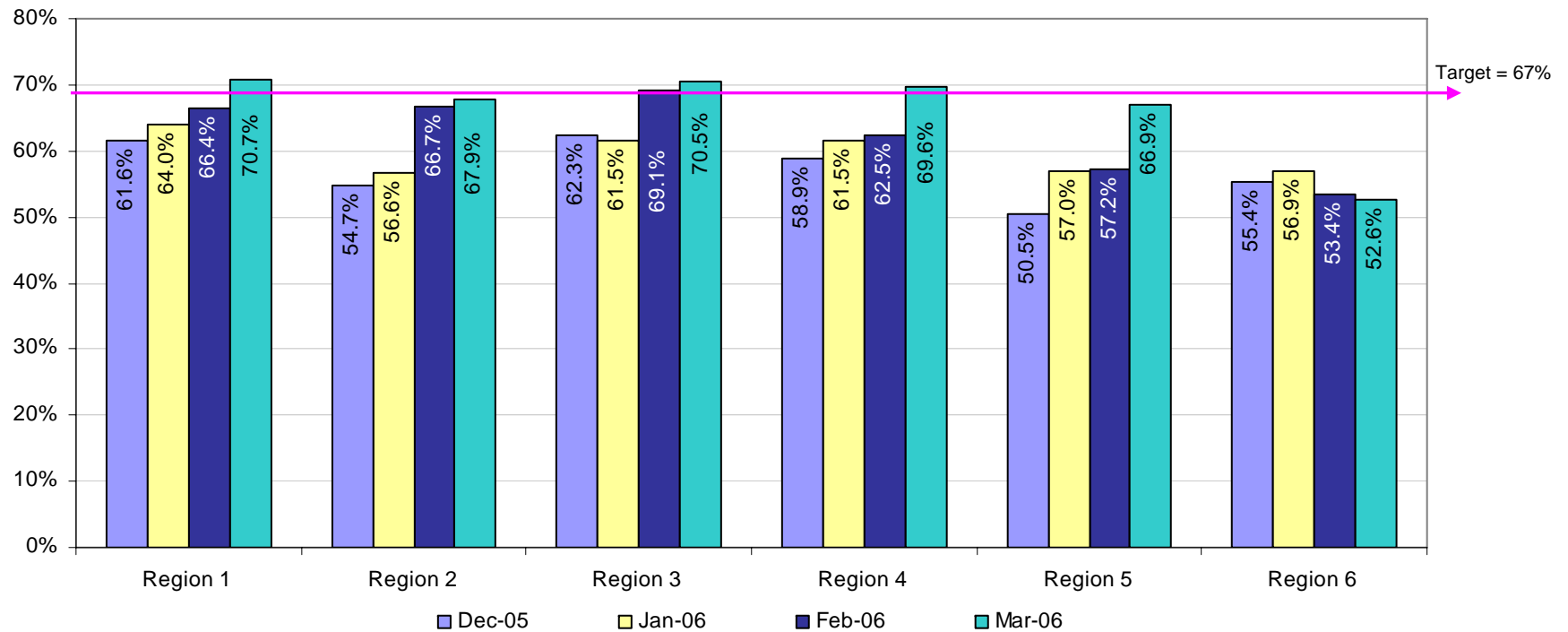
- ☐ Begin GMAP Sub2 monitoring to review CE timeliness, quantity and performance
- ☐ Review CE from 12 LPAs to identify policy and practice issues; training needs

# WorkFirst GMAP – Countable Activities

**MEASURE** | Percent of adults engaged in Countable Activities within 30 days of entering WorkFirst by Region

**TARGET** | 67%

**TREND** | Increasing



## Total Number of WorkFirst Entries – Statewide and Regional

|        | Region 1 | Region 2 | Region 3 | Region 4 | Region 5 | Region 6 | Statewide |
|--------|----------|----------|----------|----------|----------|----------|-----------|
| Mar 06 | 615      | 483      | 505      | 784      | 619      | 901      | 3,907     |
| Feb 06 | 587      | 433      | 375      | 589      | 523      | 719      | 3,226     |
| Jan 06 | 749      | 592      | 525      | 719      | 530      | 809      | 3,925     |
| Dec 05 | 739      | 644      | 501      | 734      | 624      | 841      | 4,083     |

**Data Notes**

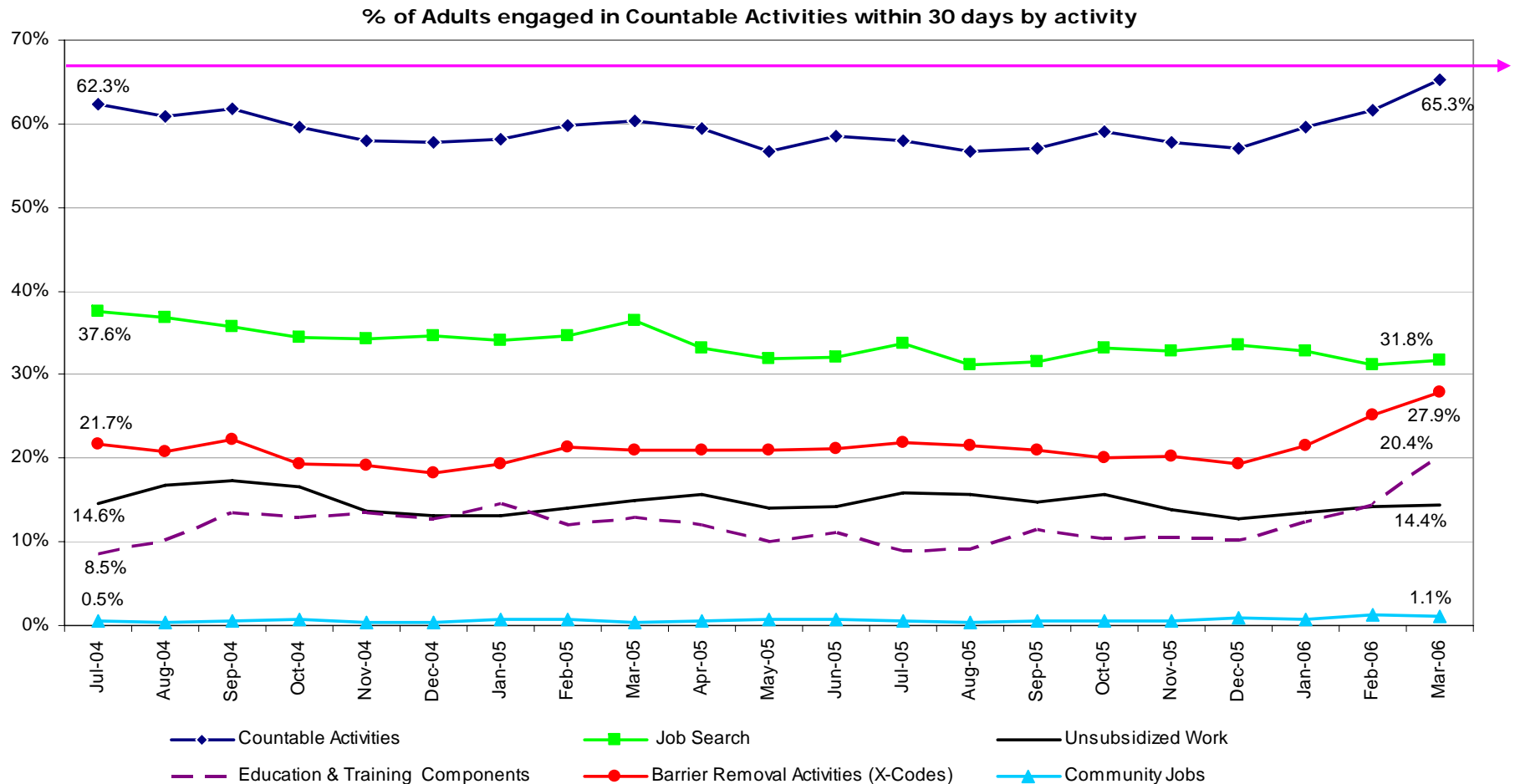
SOURCE: Entry Into Components Report Produced by OPADA.

# WorkFirst GMAP – Countable Activities

**MEASURE** | Percent of adults engaged in Countable Activities within 30 days of entering WorkFirst

**TARGET** | 67%

**TREND** | Increasing



## Data Notes

SOURCE: Entry Into Components Report Produced by OPADA.

Note: Numbers are duplicated counts.

# WorkFirst GMAP – Countable Activities

**MEASURE | Percent of adults engaged in Countable Activities within 30 days of entering WorkFirst**

## **ANALYSIS |**

### *Statewide*

- If someone is not in a countable activity, they are either in referral status, no activity or sanction (if they left WorkFirst in sanction status and returned within 6 months).
- The percentage of adults engaged in barrier-removal activities increased 8.5 percentage points from December 2005 to March 2006. This may be attributed to:
  - focused efforts to engage families are increasing the number of adults in appropriate activities.
  - positive prevention efforts may result in fewer job-ready adults entering WorkFirst. This may increase the percent of entries to barrier-removal activities and Basic Education.

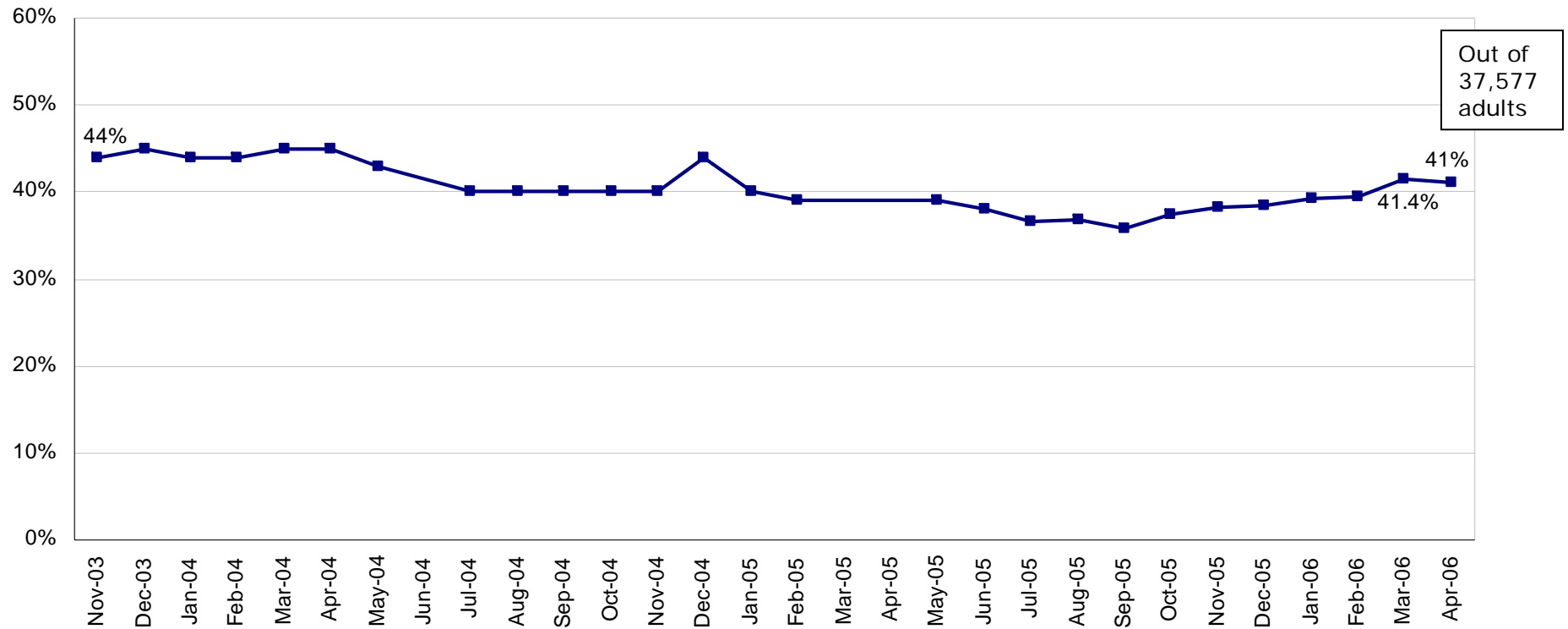
### *Regional/Office Level*

- In March 2006, four of the six regions met the target for this measure, and one was 0.1% below. Region 6 has experienced a downward trend; this region is 14.4% short of meeting the target, and is the only area that did not improve from February to March 2006.
- Within Region 6, the Columbia River CSO has experienced the highest decrease in percentage of adults engaged in countable activities. As of March 2006, their 12-month average is 48.1%. In April, their percentage is 41.3% (well under the 67% target). ([Region 6 chart](#)) The other large offices in region 6 have shown a slight increase or remained flat over the last 12 months.



# WorkFirst GMAP – Full-time Participation

**MEASURE** | Percent of adults in full-time work or work-like activities



## Data Notes

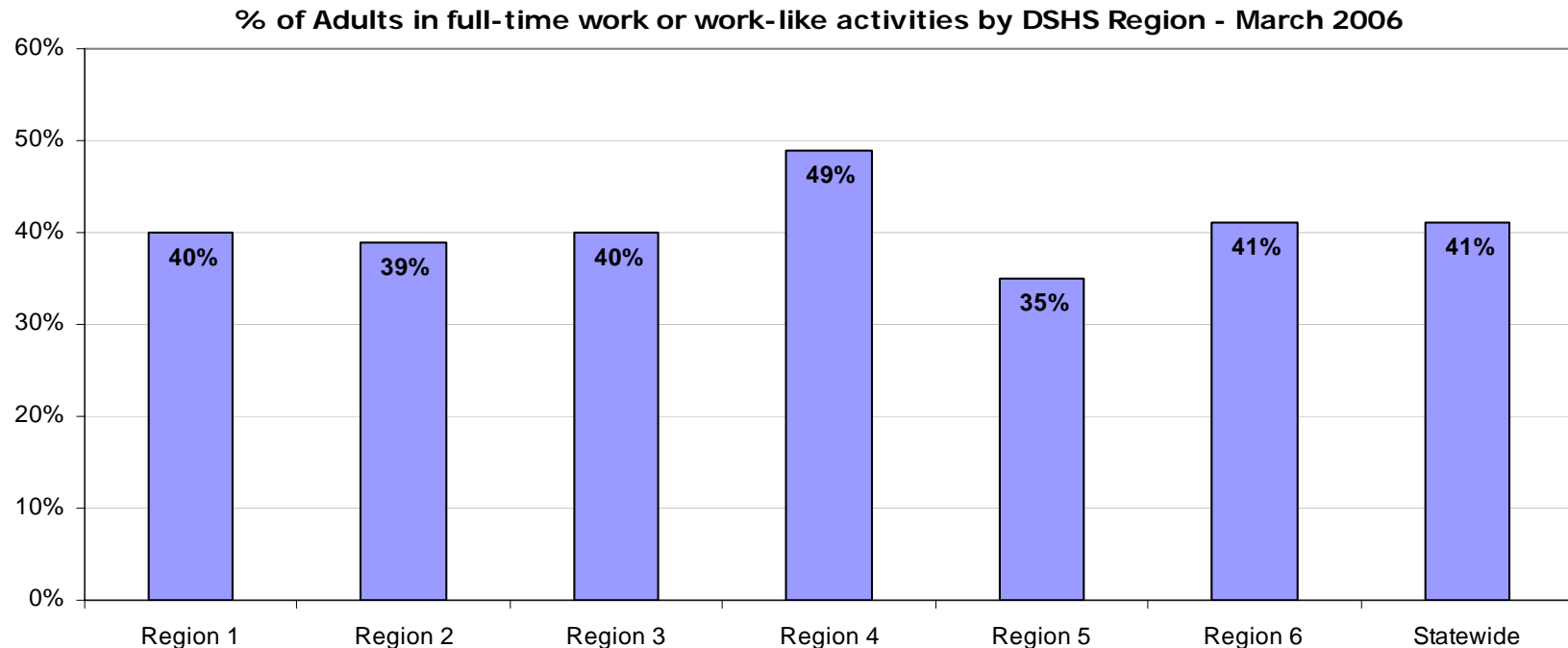
SOURCE: DSHS-ITD Customer Accountability Report (CAR); Caseload numbers pulled from ACES Data Warehouse as posted on OPADA.

Note: CAR data not available prior to November 2003.



# WorkFirst GMAP – Full-time Participation

**MEASURE** | Percent of adults in full-time work or work-like activities



## Total Number of WorkFirst Adults – Statewide and Regional

|        | Region 1 | Region 2 | Region 3 | Region 4 | Region 5 | Region 6 | Statewide |
|--------|----------|----------|----------|----------|----------|----------|-----------|
| Mar 06 | 5,536    | 5,223    | 4,486    | 8,788    | 6,912    | 7,591    | 38,536    |
| Feb 06 | 5,602    | 5,363    | 4,629    | 8,798    | 6,940    | 7,542    | 38,873    |
| Jan 06 | 5,760    | 5,520    | 4,695    | 8,930    | 7,021    | 7,596    | 39,521    |
| Dec 05 | 5,667    | 5,425    | 4,648    | 9,016    | 7,096    | 7,614    | 39,462    |

### Data Notes

SOURCE: DSHS-ITD Customer Accountability Report (CAR); Caseload numbers pulled from ACES Data Warehouse as posted on OPADA.

Note: Historical CAR data is not available at this time.



# WorkFirst GMAP – Full-time Participation

MEASURE | Percent of adults in full-time work or work-like activities

## ANALYSIS |

### *Statewide*

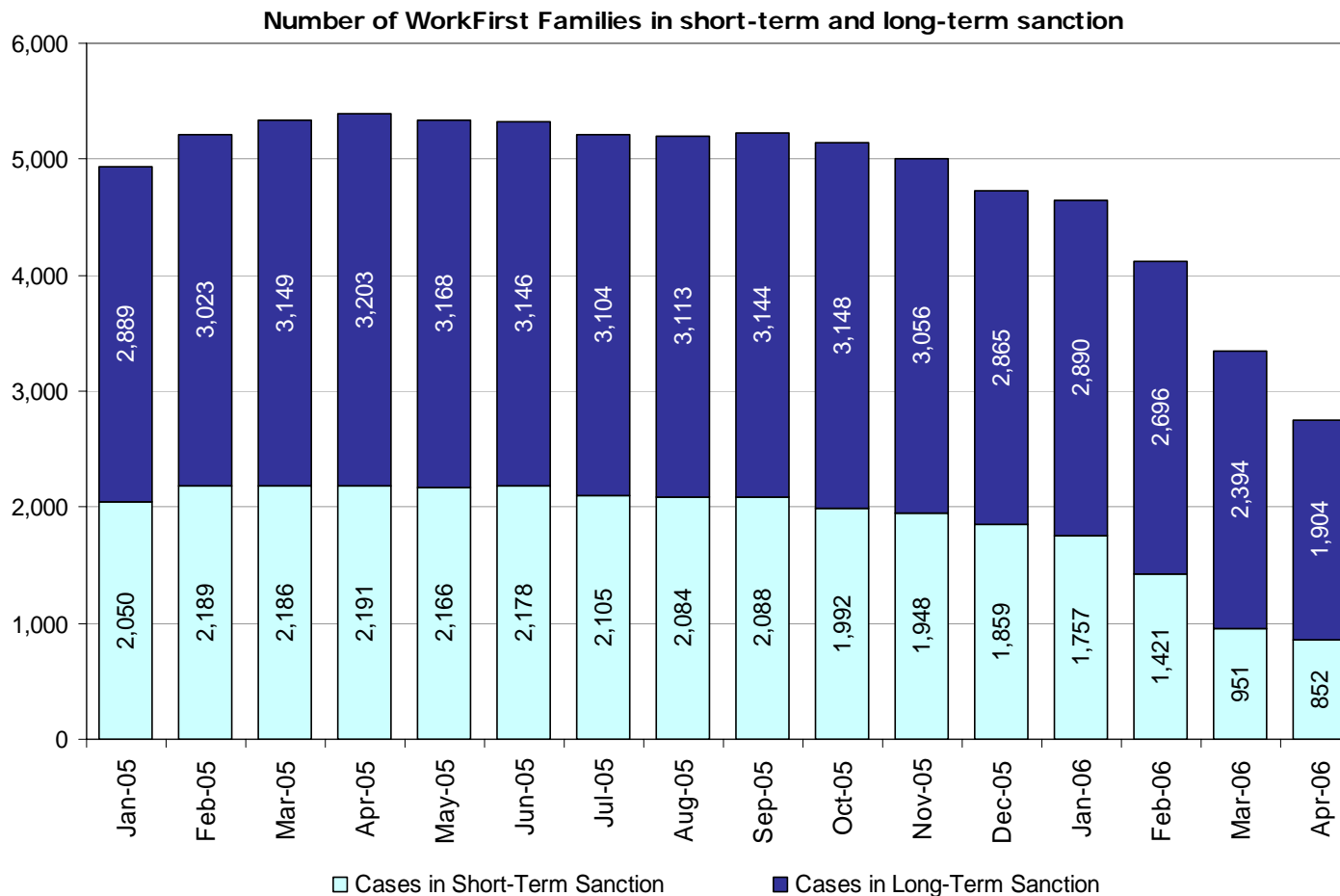
- Full-time work or work-like participation activities include 32 or more hours of participation in: working full-time, Job Search, Pre-Employment Training, High Wage/High Demand, Community Jobs, Basic Education, English as a Second Language, and General Equivalency Degree (GED).
- Positive prevention efforts around diverting job-ready adults from entering WorkFirst continues to impact the number of people engaged in full-time work or work-like activities. More WorkFirst adults are being engaged in bundled services that include barrier-removal activities and basic education, which decreases the percentage of adults engaged in unsubsidized work, Job Search and other full-time work or work-related activities.
- A renewed emphasis on adults' employment strengths has reversed this trend since December 2005.
- The federal Budget Reconciliation bill is likely to change what states can count as work activities. Changes will be implemented by 10/1/06.

### *Regional/Office Level*

- In April 2006, Region 4 has the highest engagement rate (49%), while Region 5 was the lowest (35%). The other regions were clustered around 39-41%.

# WorkFirst GMAP – Sanction

**MEASURE** | Number of WorkFirst Families in short-term and long-term sanction status



## ANALYSIS |

- The sharp decline in sanction numbers since December 2005 is primarily attributed to our increased efforts to engage families in WorkFirst activities.
- The total number of adults engaged in countable activities increased from 54.4% in December 2005 to 72% in April 2006.
- Of those sanctioned adults who terminated WorkFirst, most were closed for reasons including: income, loss of contact, incomplete eligibility reviews, and failure to provide verification.

### Data Notes

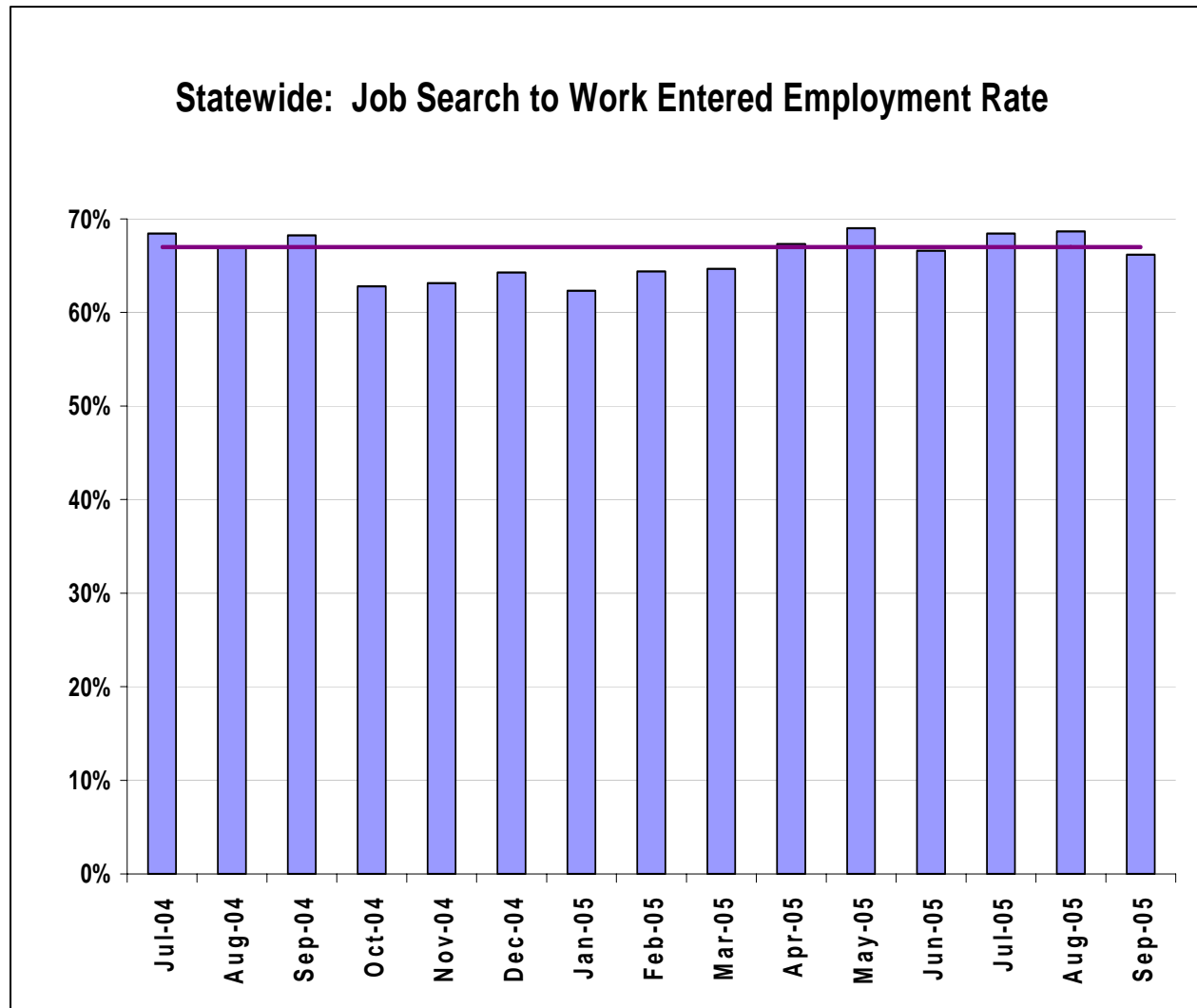
SOURCE: ACES Data Warehouse as posted on OPADA.

Note: Short-term is defined as cases in their first or second month of sanction.

# WorkFirst GMAP – Entered Employment

**GOAL |** Increase the percent of WorkFirst job seekers that obtain employment

**TARGET |** 67% Entered Employment Rate



## **ANALYSIS |**

- Year to date actual = 67.8%
- Staff have been trained into new positions following the major reorganization last year

## **ACTION PLAN |**

- Implement Comprehensive Evaluation
- Additional Employment Counselor Training in June, statewide
- Focus on SW Washington and Olympic WDAs to improve performance

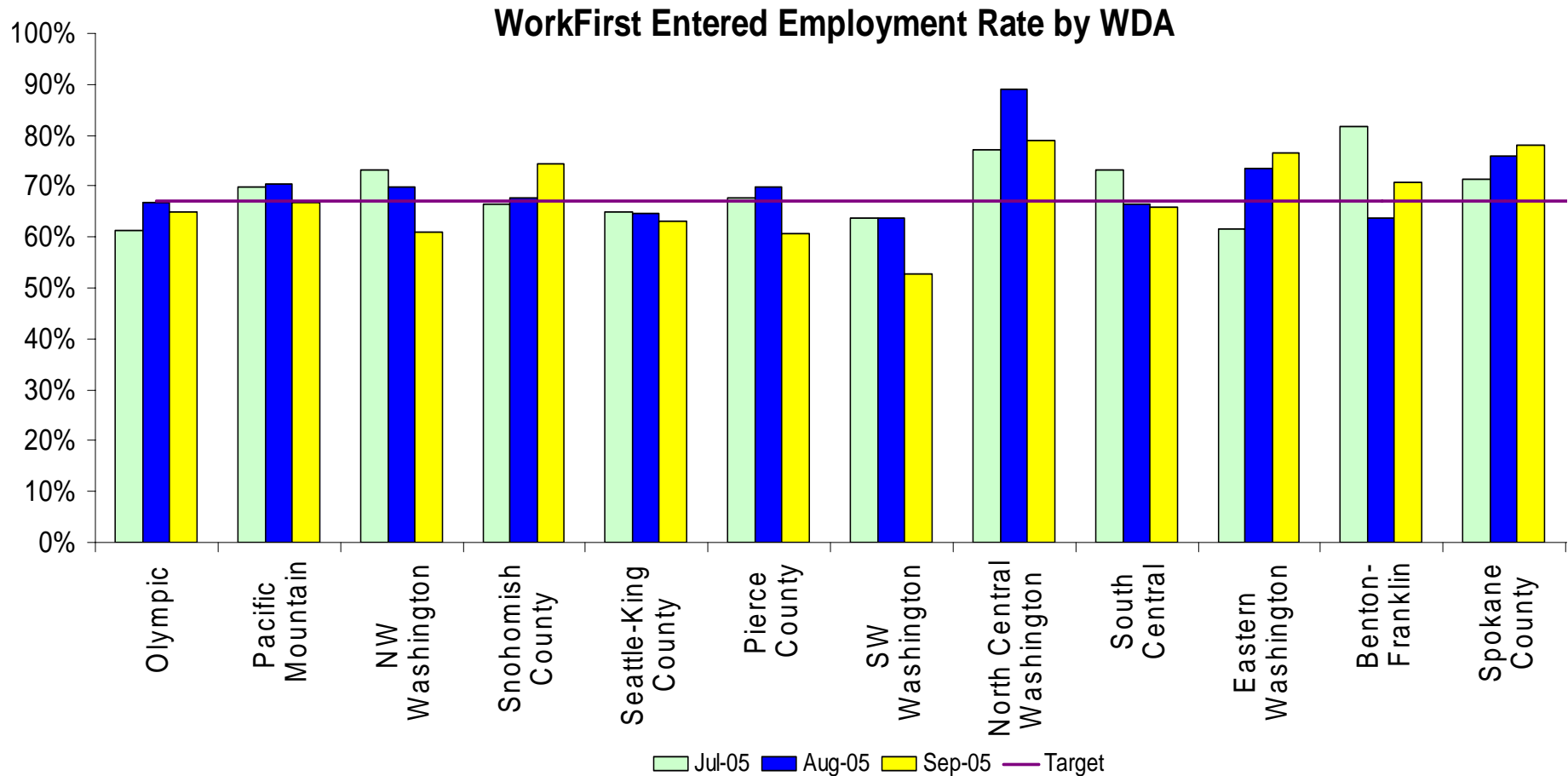
### **Data Notes**

Source: JAS, UI Benefit Table, SKIES Placement Table, UI-Wage File and WRIS.  
LMEA provided Job Search to Work in 3 Months data: 05-18-06



# WorkFirst GMAP – Entered employment by WDA

**TARGET | 67% Entered Employment Rate (Statewide)**



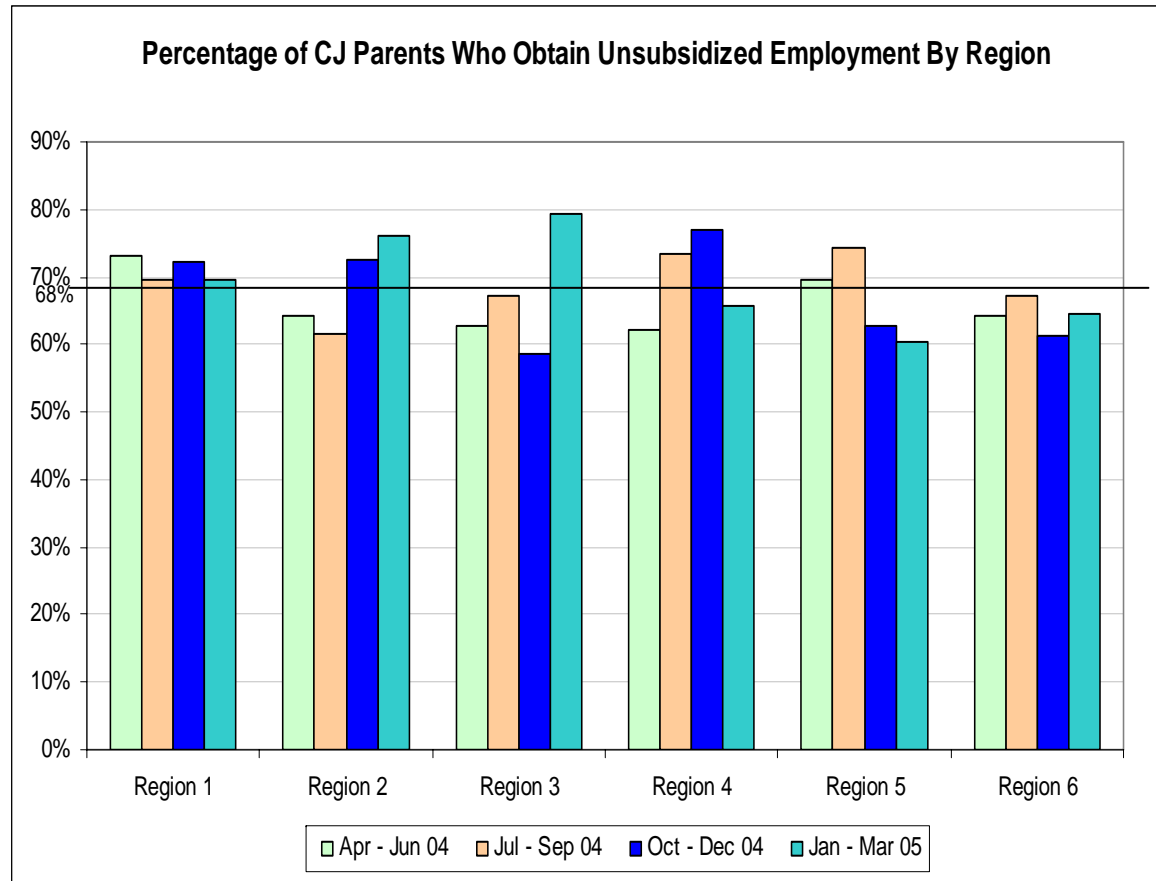
**Data Notes**

Source: JAS, UI Benefit Table, SKIES Placement Table, UI-Wage File and WRIS.  
LMEA provided Job Search to Work in 3 Months data: 05-18-06



# WorkFirst GMAP – Community Jobs

**GOAL |** Community Jobs provides a supportive employment experience combined with intensive case management services to serve as a stepping-stone from WorkFirst dependence to unsubsidized employment and self-sufficiency.



## ANALYSIS |

- Demand for CJ services was significantly up in Feb, March, April, 2006. This is a result of DSHS re-engaging families in sanction prior to the implementation of CE.
- Implementation of CE may change the demand for CJ in selected areas which may require reassessing CJ slots assigned to contractors in FY 07.
- Other Action Steps:
  - Work with other partners to establish strategies to enhance performance in regions consistently below the performance target.
  - Increase slots to King County Contractor in FY 07 to address the increasing need for LEP CJ services
  - Research CJ data specifically to identify issues and develop strategies regarding barriers, retention rates, parents with criminal histories, and the number of parents leaving WorkFirst.

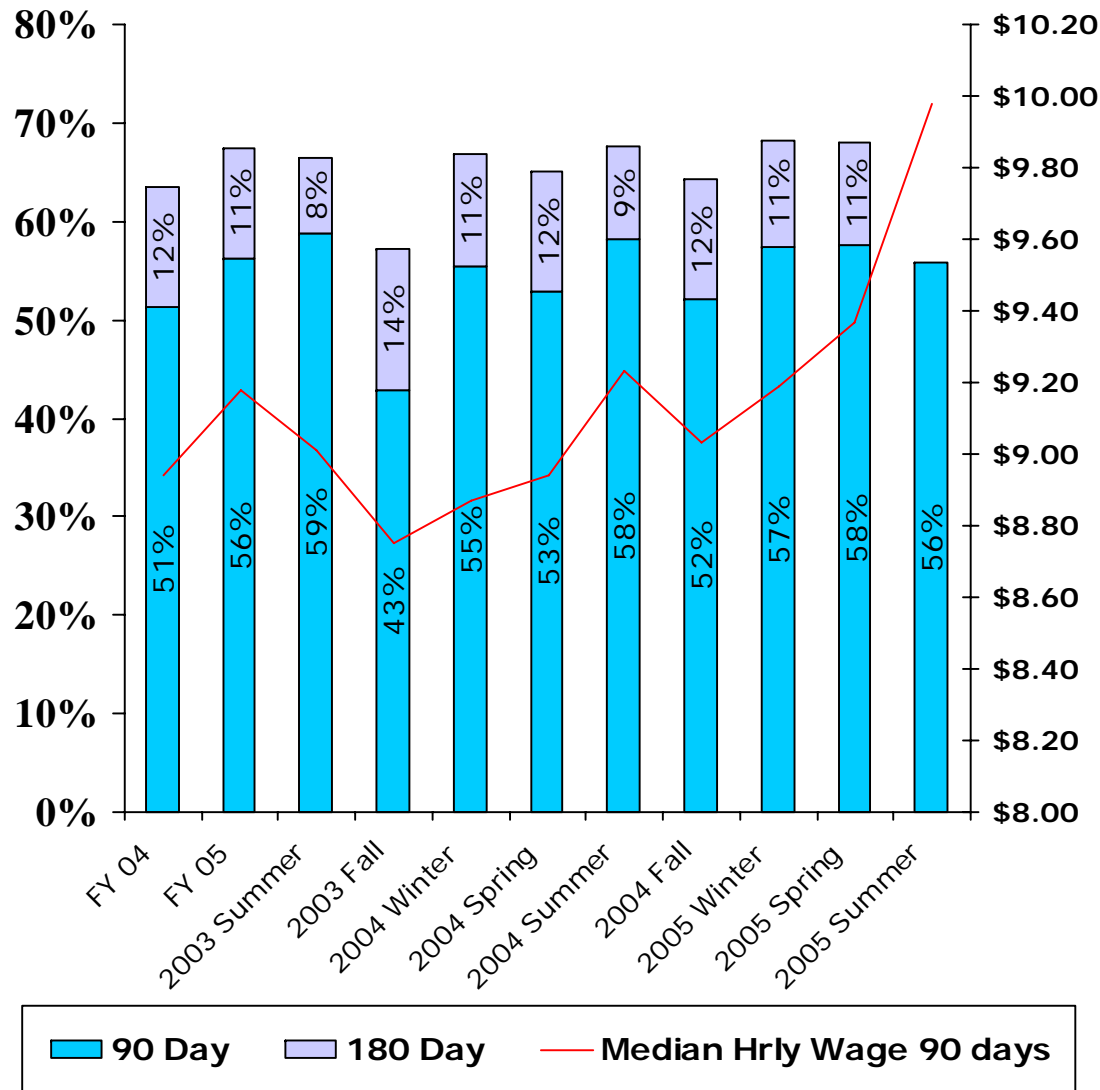
| Apr - June 2004 |          | Jul - Sep 2004 |          | Oct - Dec 2004 |          | Jan - Mar 2005 |          |
|-----------------|----------|----------------|----------|----------------|----------|----------------|----------|
| Enrolled        | Employed | Enrolled       | Employed | Enrolled       | Employed | Enrolled       | Employed |
| 540             | 358      | 475            | 321      | 506            | 343      | 650            | 447      |
|                 | 66%      |                | 68%      |                | 68%      |                | 69%      |

# WorkFirst GMAP – Customized Job Skills Training (CJST)

**MEASURE** | Placement Rate within 90 and 180 days for all participants

**GOAL** | Increase the number of TANF parents entering employment after short-term training

**TARGET** | (After 90 days) FY 06 -61%; Longer-Term- 65%



- CJST is typically 12 weeks of training. In spring 2005, 784 participants left training. 57% were employed within 90 and 68% within 180 days. The median hourly wage after 90 days was \$9.19.
- Annualized employment rate for FY 05 was 56% after 90 days, increasing to 67% after 180. The median hourly wage after 90 days was \$9.18 for all participants.
- The target for FY 06 is 61% employment after 90 days. Longer term the target is 65%.



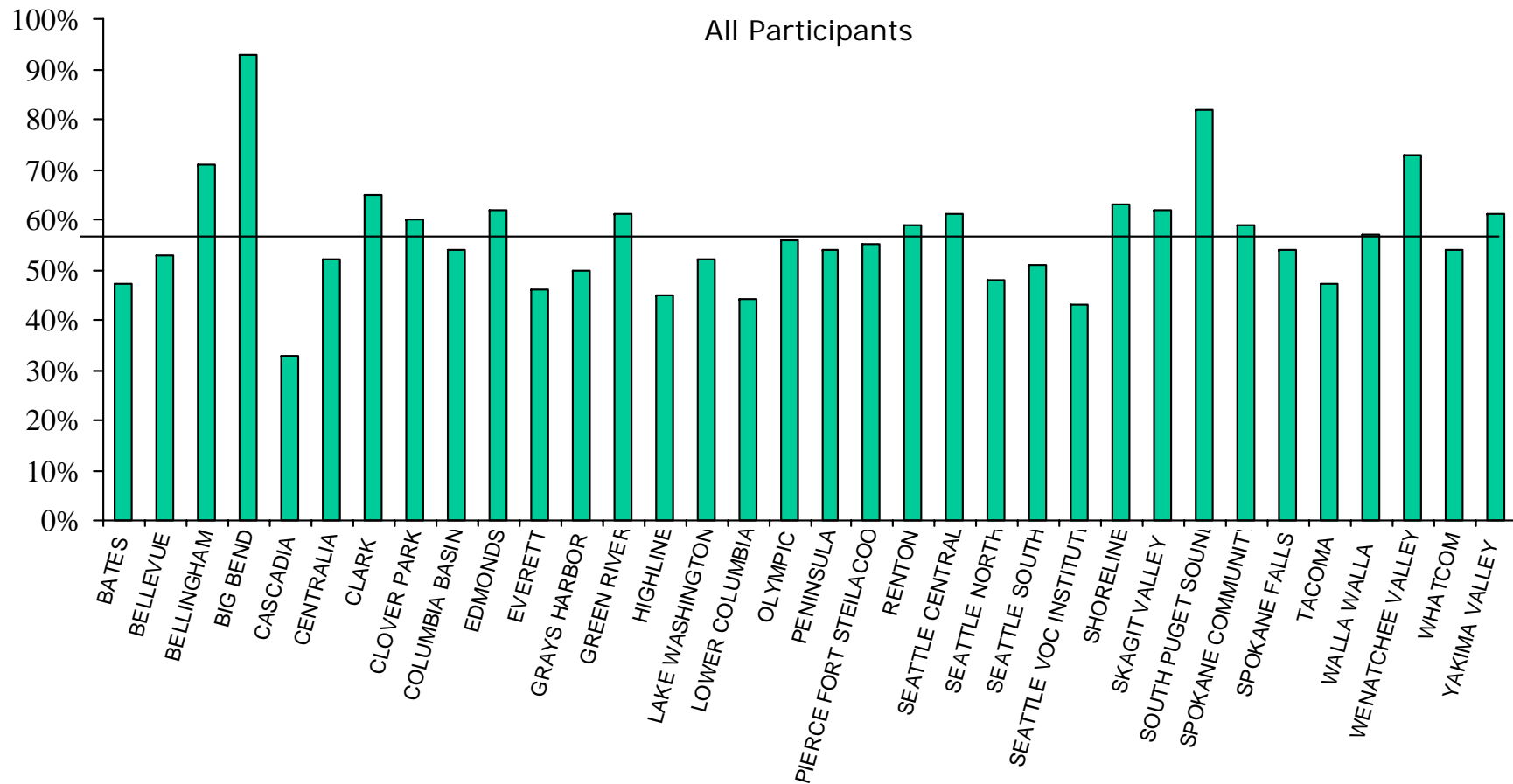
# WorkFirst GMAP – CJST 90 Day Employment Rates

## 90 Day Employment Rates by College

Fiscal Year 2005

System Rate – 56%

All Participants



# WorkFirst GMAP – CJST College Performance

## ANALYSIS |

### Performance

- In FY 05, employment rates ranged between a high of 93% to a low of 33%.
- 17 colleges were below the system average of 56%.

### Contributing Factors

- Appropriateness of referrals.
- Shift away from occupational skills to soft skills.

### Actions

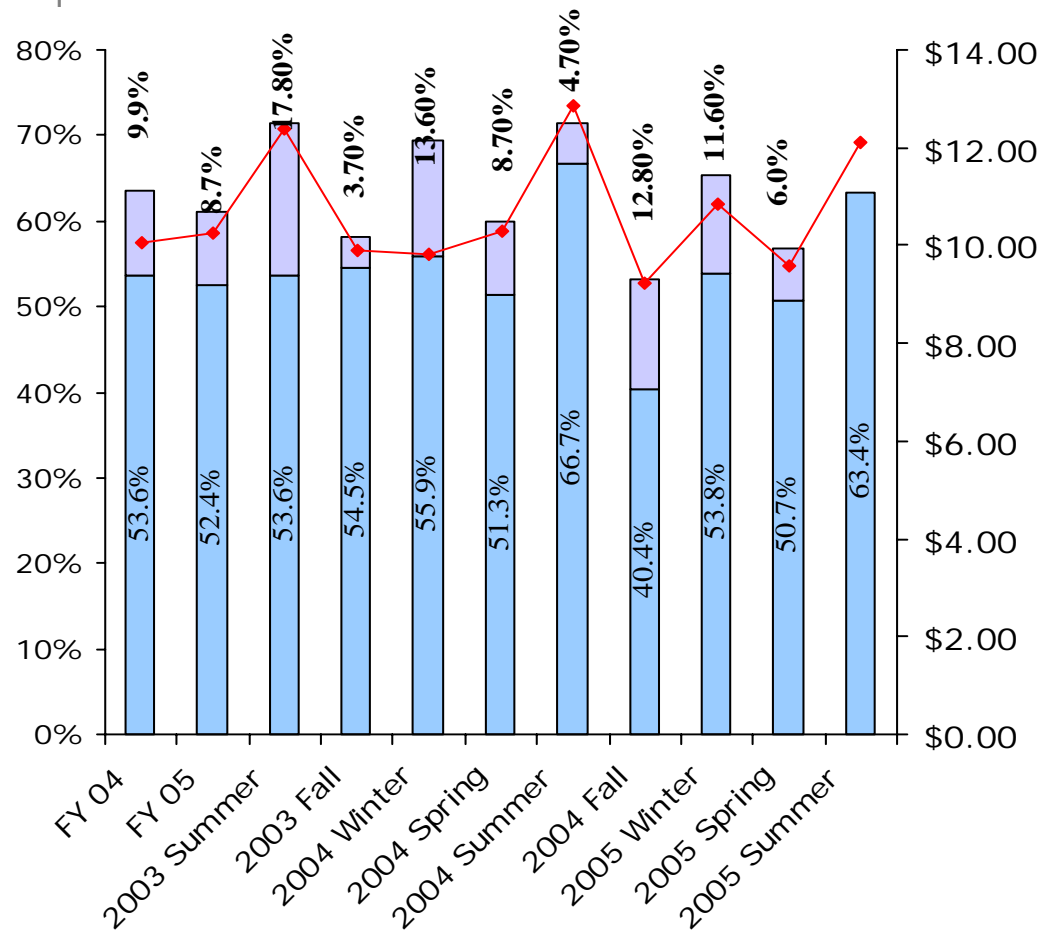
- Award 30% of funds for performance. New block grant re-aligns performance to GMAP measure.
- New block grant reinforces occupational skills over soft skills in college programs.
- Comprehensive Evaluation is seen as principle way to recruit participants who are more appropriate and ready for CJST than currently being served.

# WorkFirst GMAP – High Wage and Demand Training (HWHD)

**MEASURE** | Placement Rate within 90 and 180 days

**GOAL** | Increase the number of TANF parents entering employment with higher wages after longer-training

**TARGET** | Will baseline in FY 07.



■ 90 Day   
 ■ 180 Day   
 ◆ Median Hrly Wage 90 days

- HWHD is up to 1 full year of training. In spring 2005, 67 participants left training. Employment was 51% after 90 and 57% after 180 days. Median hourly wage after 90 days was \$9.59.
- Annualized employment rate for FY 05 was 52% after 90 days, increasing to 64% after 180. The median hourly wage after 90 days was \$10.26 for all participants.
- We would like to expand this GMAP measure to include outcomes for TANF participants in longer training- which also leads to higher wage jobs.
- We will baseline this performance in FY 07 to set system targets for FY 08.

# WorkFirst GMAP - HWHD Performance

## ANALYSIS |

### Performance

- In spring 2005, 67 participants left training. Employment was 51% after 90 and 57% after 180 days. Median hourly wage after 90 days was \$9.59.
- Placement rate for FY 05 was 52% after 90 days, increasing to 61% after 180 days. Median hourly wage after 90 days was \$10.26 for all participants.

### Contributing Factors

- Outcomes vary depending upon participants' training readiness; those needing more remediation have less time for training in the occupation and earn fewer vocational credits.

### Actions

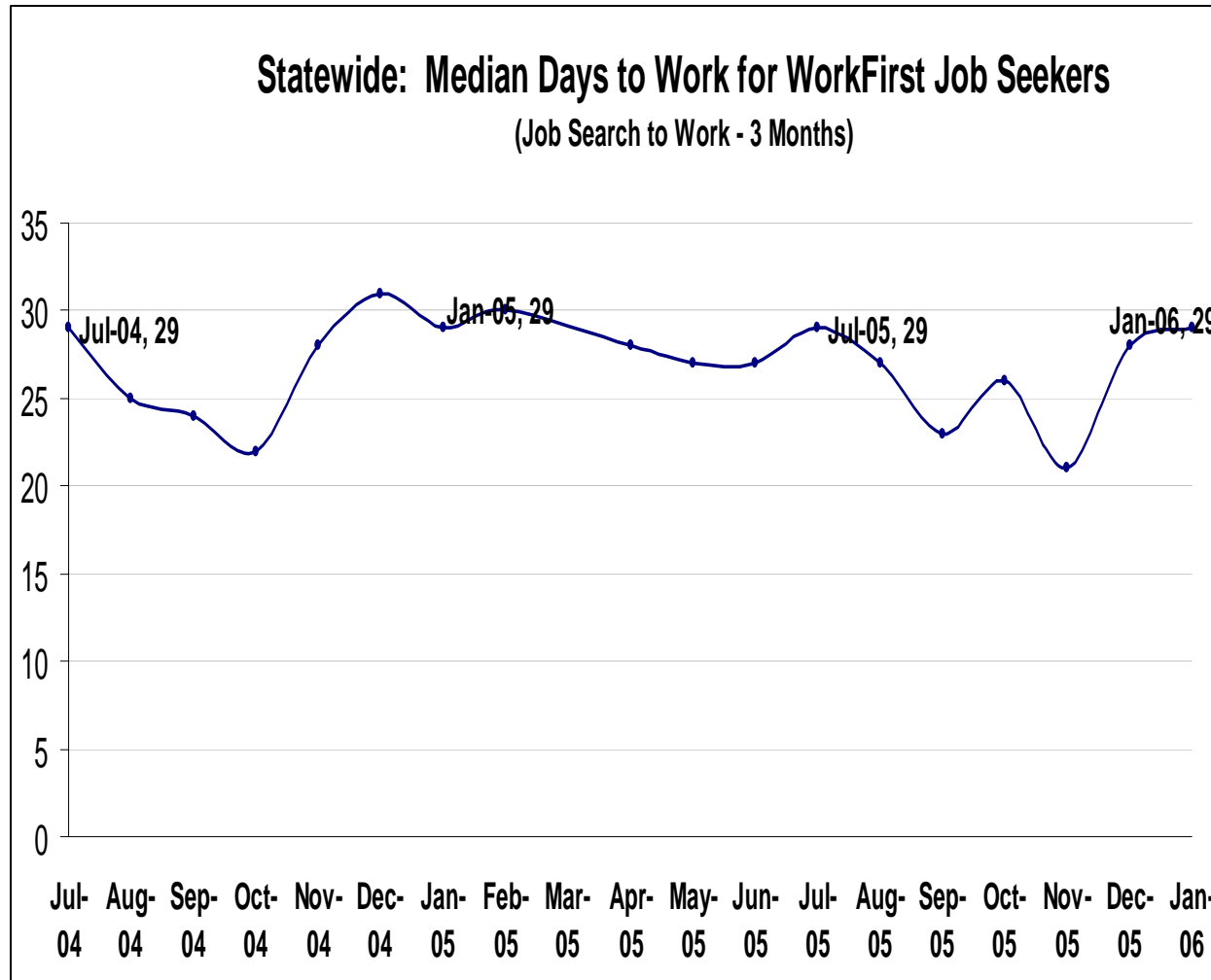
- Full participation in the Comprehensive Evaluation to provide participants who are ready for HWHD as well as 1 year full time vocational training may increase N's.
- Alignment with block grant performance measures used to award 30% of college funding provides greater local accountability.



# WorkFirst GMAP – Median Days to Work

**GOAL** | Decrease the median days from a customer's job search to employment

**TARGET** | 42 median days. Corresponds to federal regulations that Job Search is max. of 6 weeks.



## ANALYSIS |

- Meeting goal statewide. Strong labor market overall.
- Allow time to place in better paying entry level jobs, which takes more staff assisted job matching. Will keep the goal as is.

## ACTION PLAN |

- Implement Comprehensive Evaluation, improve job search connection.

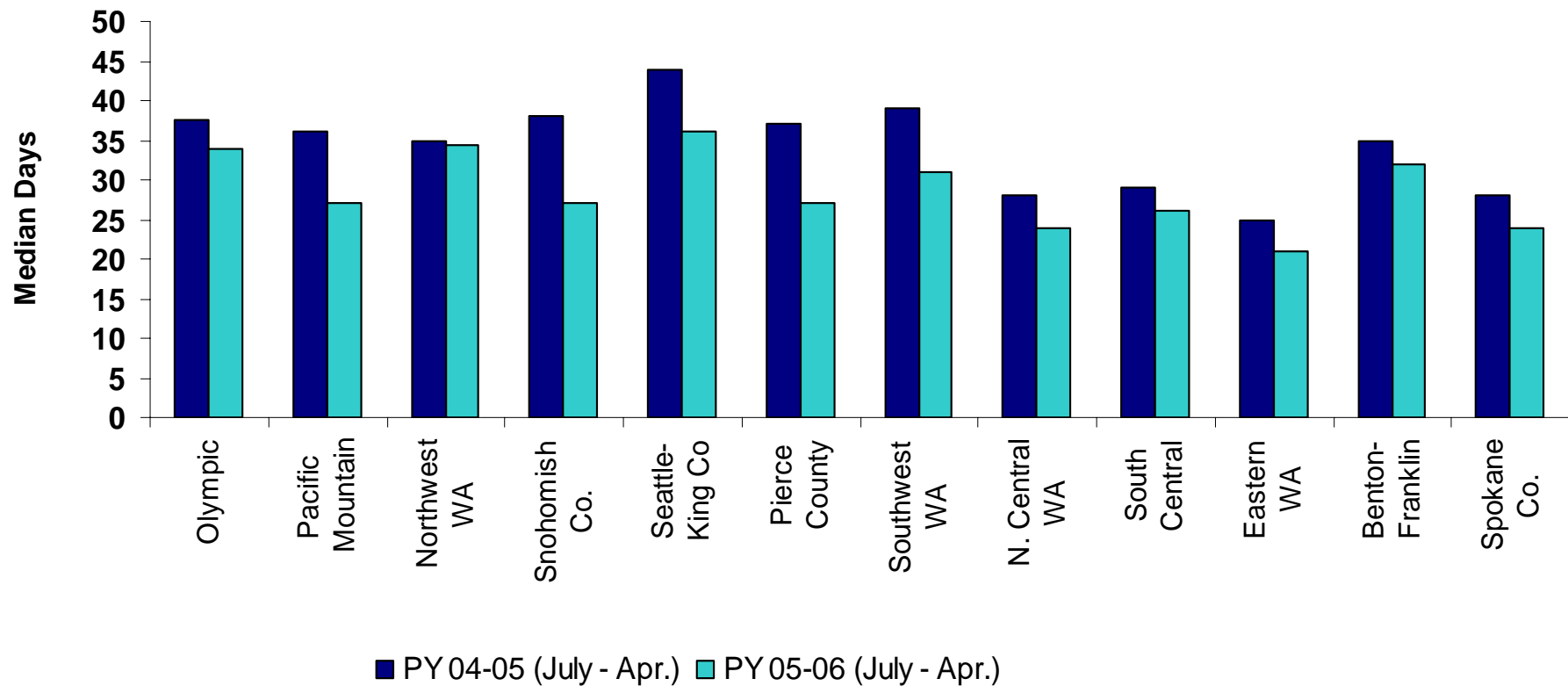
### Data Notes

SOURCE: JAS Component table, SKIES Placement Table and UI-Benefit Table  
LMEA provided Job Search to Work in 3 Months data: 05-20-06

# WorkFirst– Median days to work by WDA

TARGET | 42 median days (Statewide)

## Days From Job Search to Work by WDA



Data Notes

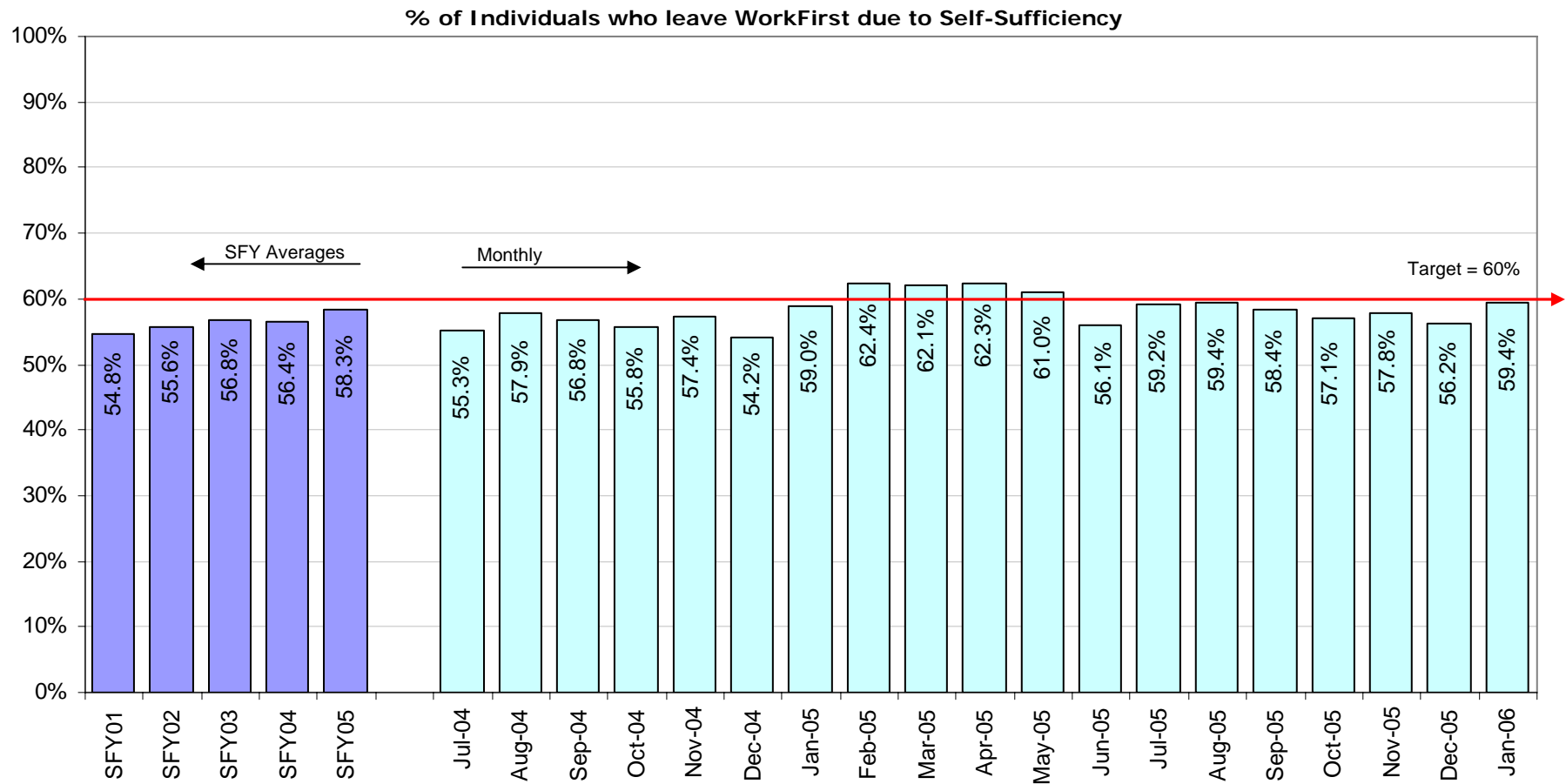
Source: JAS Component, SKIES Placement and UI-Benefit Table data provided by LMEA on 05-20-06



# WorkFirst GMAP – Self Sufficiency Exits

**MEASURE** | Percent of individuals who leave WorkFirst due to Self-Sufficiency

**TARGET** | 60%



## Data Notes

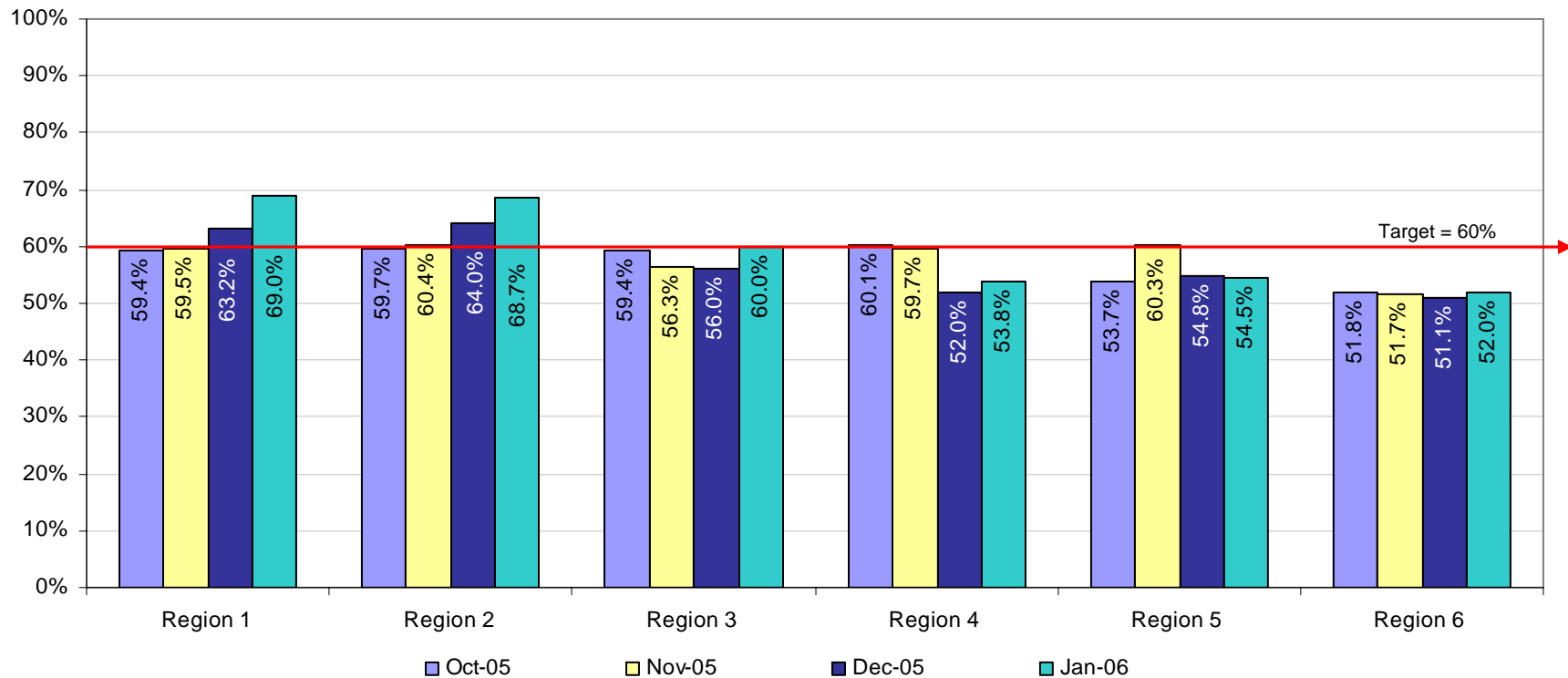
SOURCE: ACES Data Warehouse as posted on OPADA.

Note: Three-month lag in data.

# WorkFirst GMAP – Self Sufficiency Exits

**MEASURE** | Percent of Individuals who Leave WorkFirst Due to Self-Sufficiency by Region

**TARGET** | 60%



## Total Number of WorkFirst Closures – Statewide and Regional

|        | Region 1 | Region 2 | Region 3 | Region 4 | Region 5 | Region 6 | Statewide |
|--------|----------|----------|----------|----------|----------|----------|-----------|
| Jan 06 | 655      | 614      | 452      | 702      | 573      | 748      | 3,744     |
| Dec 05 | 617      | 517      | 489      | 764      | 595      | 791      | 3,773     |
| Nov 05 | 716      | 556      | 590      | 856      | 614      | 810      | 4,142     |
| Oct 05 | 690      | 539      | 633      | 914      | 685      | 900      | 4,361     |

### Data Notes

SOURCE: ACES Data Warehouse as posted on OPADA.

Note: Number of closures includes child-only cases.



# WorkFirst GMAP – Self Sufficiency Exits

MEASURE | Percent of Individuals who Leave WorkFirst Due to Self-Sufficiency

## ANALYSIS |

### *Statewide*

- Exits are defined as those families who leave WorkFirst for three months or more. Self-sufficiency is defined as exits due to income (earned or unearned), and requests for closure. Unearned income may include child support, social security, and other benefits.
- 60% of all self-sufficiency exits are due to income.
- In January 2006, 59.4% of exits were due to self-sufficiency. That is 0.4% higher than one year ago.

### *Regional*

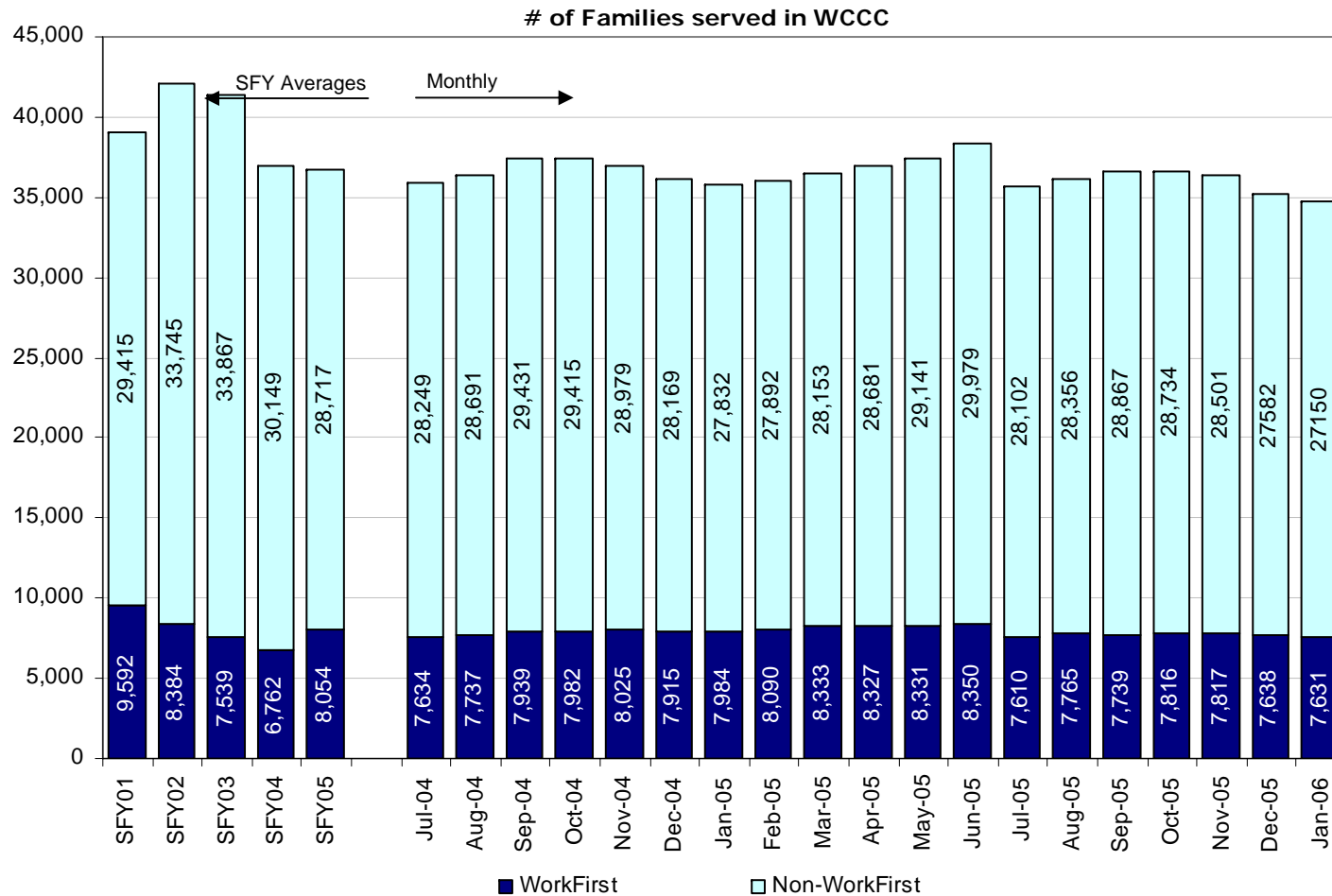
- The 12-month average for Regions 1, 2 and 3 is at or above target. In January 2006 these three regions exceeded their 12-month average.
- Regions 4, 5 and 6 are under target and below their 12-month average.

### *Exits with Employment*

- A companion measure showing Exits with Employment (among adults who left WorkFirst, what proportion had earnings the following quarter) indicates just over 50% of WorkFirst leavers had earnings when they left the program. This is consistent with previous performance.

# WorkFirst GMAP – Working Connections Child Care

**MEASURE** | Number of Families served in Working Connections Child Care



## ANALYSIS |

- Between SFYs 2002 and 2004 the percent of WCCC families enrolled in WorkFirst remained stable, at about 18-19% of the total WCCC caseload.
- More recently, the WorkFirst number increased to 22% in SFY 2005. Reasons for this are unclear.
- Since July 2004, the average per-child cost to the state for WCCC has been about \$335.
- Since July 2004, average monthly expenditures for WCCC have been about \$20.6 million.

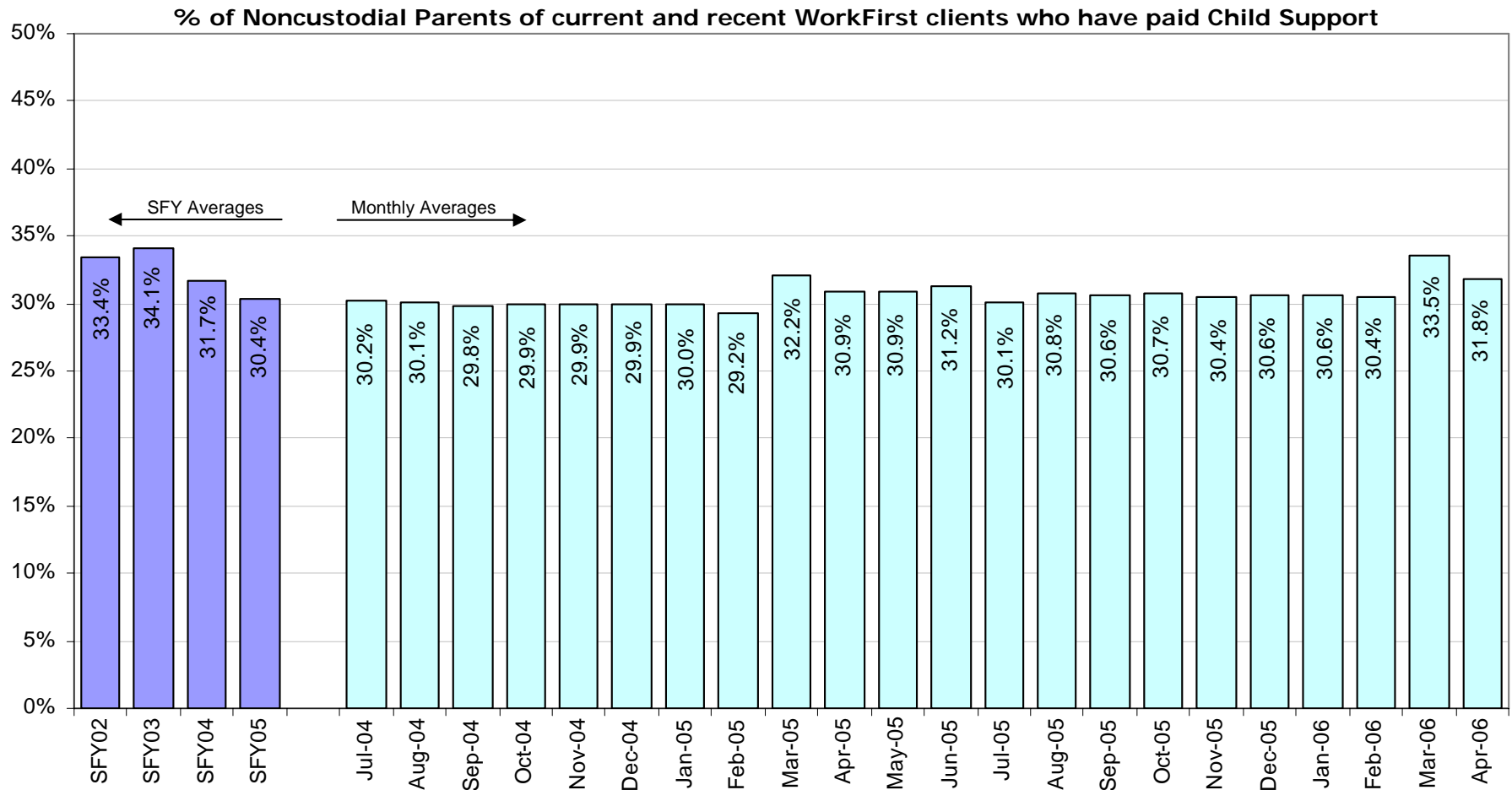
### Data Notes

**SOURCE:** Households assigned based on payment data from the Social Services Payment System.

**Note:** Data for the most recent 5 months are estimates of the final numbers.

# WorkFirst GMAP – Child Support

**MEASURE** | Percent of Noncustodial Parents of Current and Recent WorkFirst Clients who have Paid Child Support



## Data Notes

SOURCE: Data extracted from the Division of Child Support, Support Enforcement Management System (SEMS) as of May 2006.

Note: There is no SFY01 data available.

# WorkFirst GMAP – Child Support

**MEASURE | Percent of Noncustodial Parents of Current and Recent WorkFirst Clients who have Paid Child Support**

**ANALYSIS |**

- **Population:** cases in which custodial parents are on or have exited WorkFirst within prior 12 months (30% of total DCS caseload).
- **Cumulative results for SFY 06 thru April = 31.0% vs. SFY 05 thru April = 30.2%.**
- **Total Retained Support collections are up \$2.0 Million Jul-Apr compared with last year – a 3.4% increase.**
- **31.0% of the parents pay child support to Current & Recent WorkFirst clients compared to 50.6% of all parents in the total caseload.**

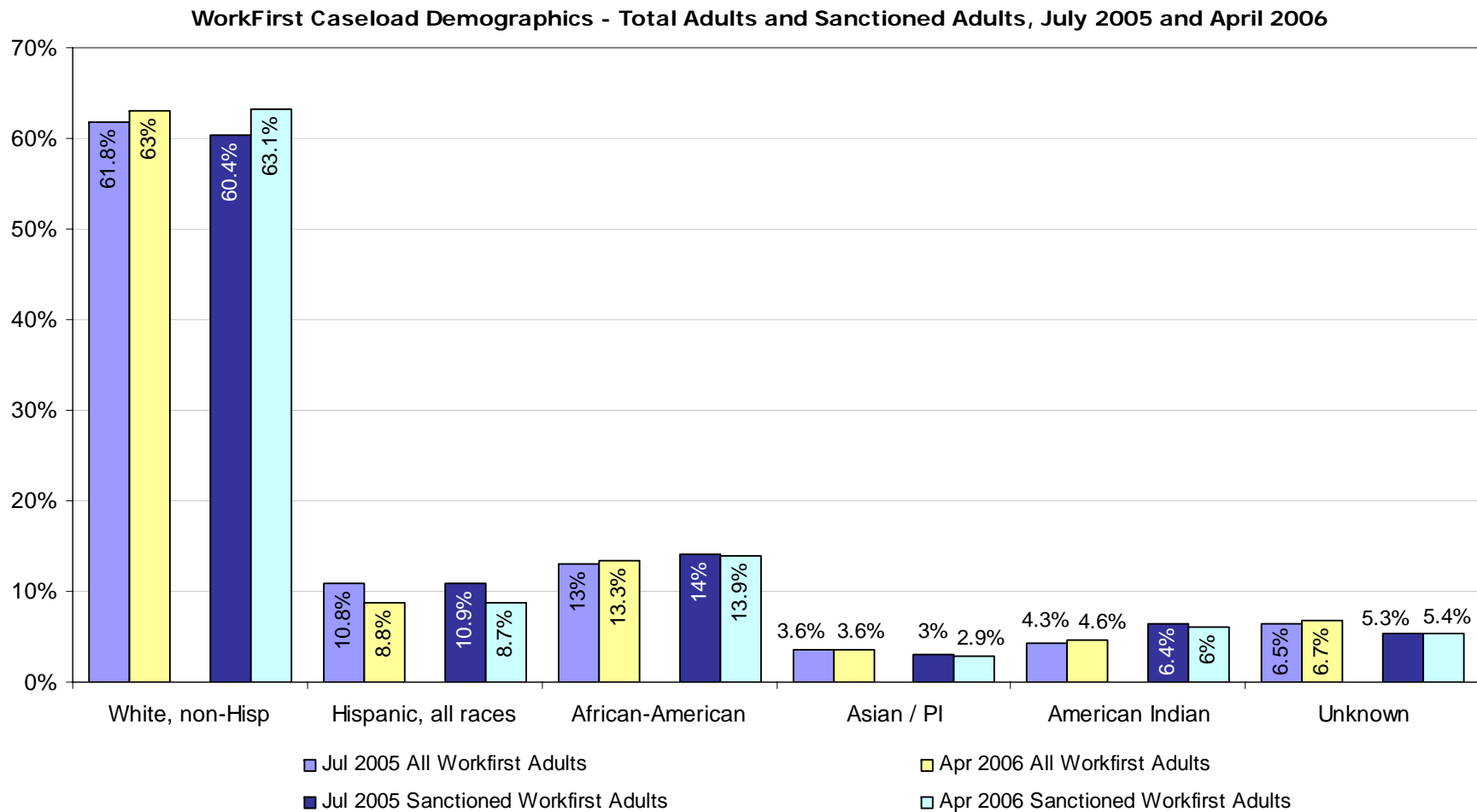
| Action  | Who                                       | Due Date                   |
|---|---|----------------------------|
| Fund two new project positions at WAPA (prosecutors) to improve child support payment rates and minimize arrears using judicial remedies. | DCS Policy & WAPA                         | Plan developed 6/06        |
| e-Referral enhancements to strengthen information flow between the Community Services Division and the Division of Child Support.         | Cross-Divisional Implementation Workgroup | Implementation Review 6/07 |
| Enhanced automated wage withholding logic.  | DCS/ITD SEMS                              | Summer 2006                |

## Data Notes

WAPA = Washington Association of Prosecuting Attorneys  
DCS = ESA Division of Child Support  
ITD = ESA Information Technology Division  
SEMS = Support Enforcement Management System

# WorkFirst GMAP – Caseload Demographics

MEASURE | Demographic Profile – WorkFirst Adults



## Data Notes

SOURCE: Total WorkFirst Adult and Sanction numbers for April 2006 provided by OPADA; July 2005 numbers obtained from *WorkFirst Sanctions: Client Survey Findings*, published by DSHS Research & Data Analysis Division on February 24, 2006.

# WorkFirst GMAP Secondary Information

*June 15, 2006*

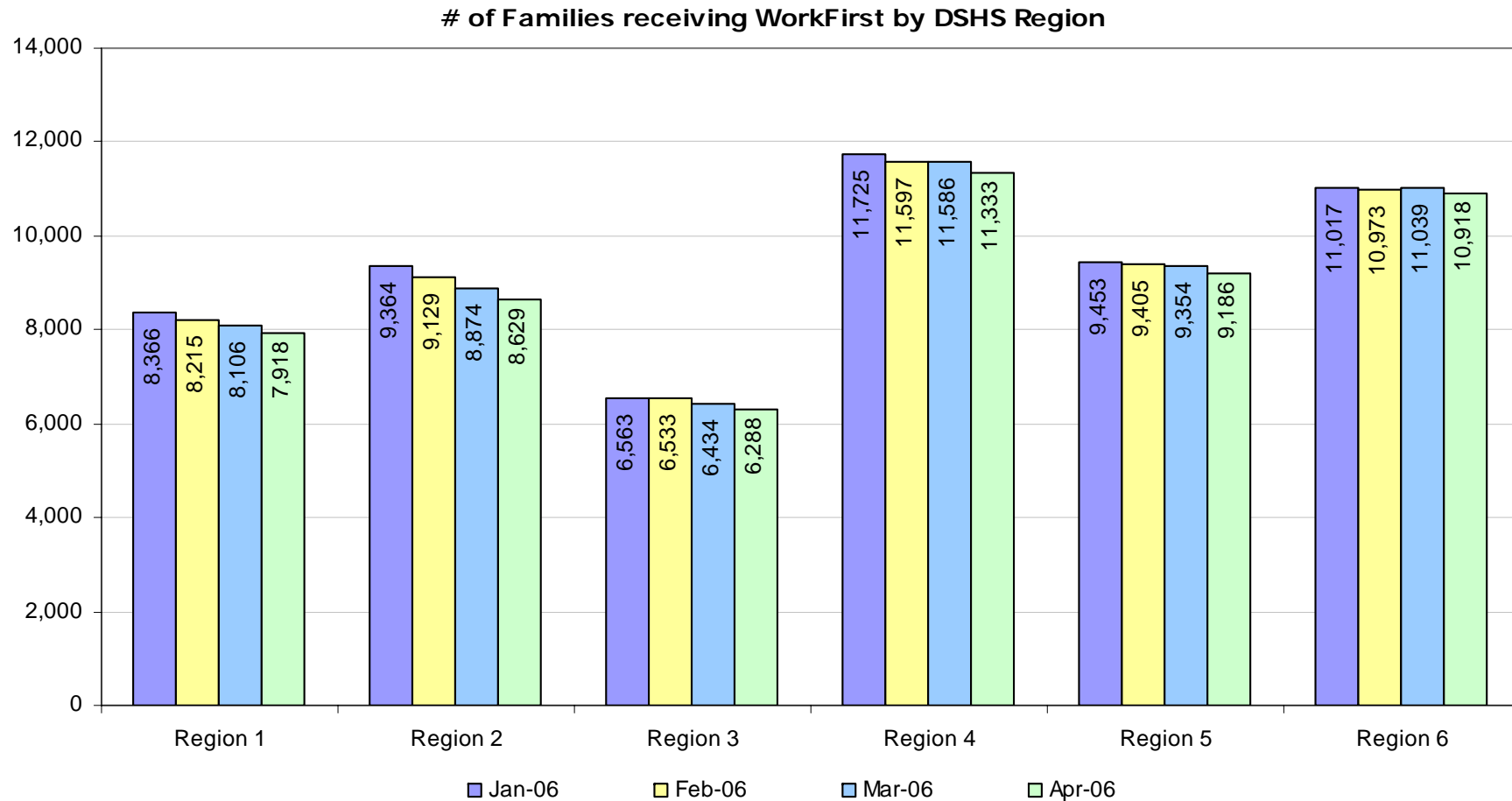


## WorkFirst GMAP Secondary Slides Navigation

- |  |   |
|--|---|
| 37. <a href="#"><u>Caseload by Region</u></a>            | 54. <a href="#"><u>Ent Empl PY to date</u></a>          |
| 38. <a href="#"><u>Child Only by Region</u></a>          | 55. <a href="#"><u>Ent Empl by Office</u></a>           |
| 39. <a href="#"><u>Region 6 Child Only</u></a>           | 56. <a href="#"><u>Median Days to Work</u></a>          |
| 40. <a href="#"><u>Region 2 Adult</u></a>                | 57. <a href="#"><u>Median Days by WDA</u></a>           |
| 41. <a href="#"><u>Region 3 Adult</u></a>                | 58. <a href="#"><u>Median Days by Office</u></a>        |
| 42. <a href="#"><u>Entries &amp; Exits</u></a>           | 59. <a href="#"><u>Placement Wage</u></a>               |
| 43. <a href="#"><u>Entries &amp; Exits by Region</u></a> | 60. <a href="#"><u>Wage by WDA (map)</u></a>            |
| 44. <a href="#"><u>Entries Exits Analysis</u></a>        | 61. <a href="#"><u>Wage PY to date</u></a>              |
| 45. <a href="#"><u>DCA (6 months)</u></a>                | 62. <a href="#"><u>Wage by WDA (3 mo view)</u></a>      |
| 46. <a href="#"><u>DCA (6 mos) by Region</u></a>         | 63. <a href="#"><u>Wage by Office</u></a>               |
| 47. <a href="#"><u>Engagement – Region 6</u></a>         | 64. <a href="#"><u>Employment Retention</u></a>         |
| 48. <a href="#"><u>Employment Pathways</u></a>           | 65. <a href="#"><u>Employment Ret history</u></a>       |
| 49. <a href="#"><u>Empl Path by Region</u></a>           | 66. <a href="#"><u>Earnings Progression</u></a>         |
| 50. <a href="#"><u>Empl Path Analysis</u></a>            | 67. <a href="#"><u>Earnings Progression history</u></a> |
| 51. <a href="#"><u>Exits with Employment</u></a>         | 68. <a href="#"><u>Long-Term Exits</u></a>              |
| 52. <a href="#"><u>Employment Starts to Exit</u></a>     | 69. <a href="#"><u>WCCC - # Children</u></a>            |
| 53. <a href="#"><u>Entered Empl by WDA (map)</u></a>     | 70. <a href="#"><u>Child Support orders</u></a>         |
|  | 71. <a href="#"><u>Child Support analysis</u></a>       |

# WorkFirst GMAP – Caseload by Region

**MEASURE** | Number of families receiving WorkFirst by Region (total caseload)



**Data Notes**

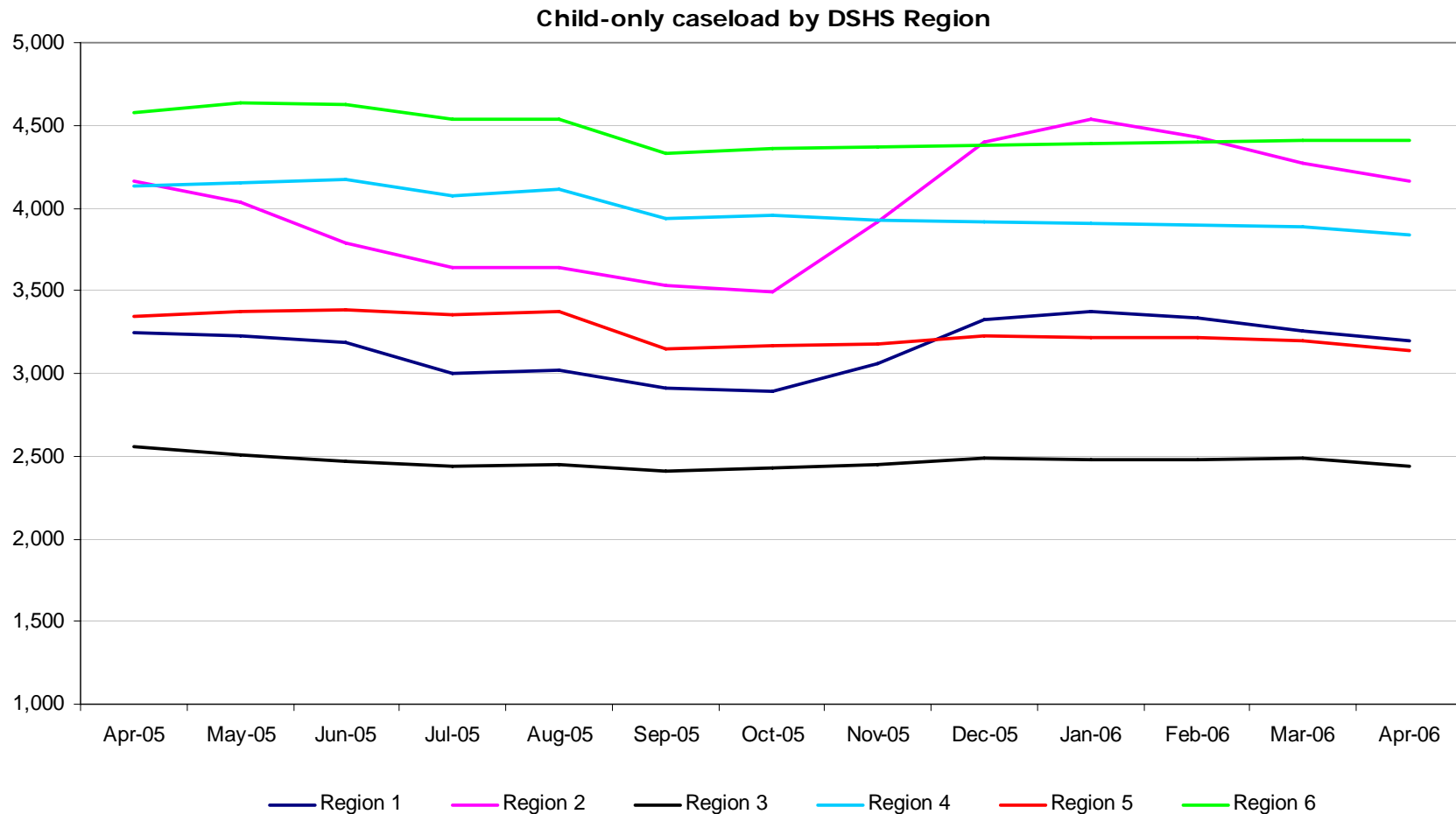
SOURCE: ACES Data Warehouse as posted on OPADA.

Note: Includes Child-Only Cases.



# WorkFirst GMAP – Caseload by Region (Child-only caseload)

**MEASURE** | Number of families receiving WorkFirst by Region (child-only caseload)



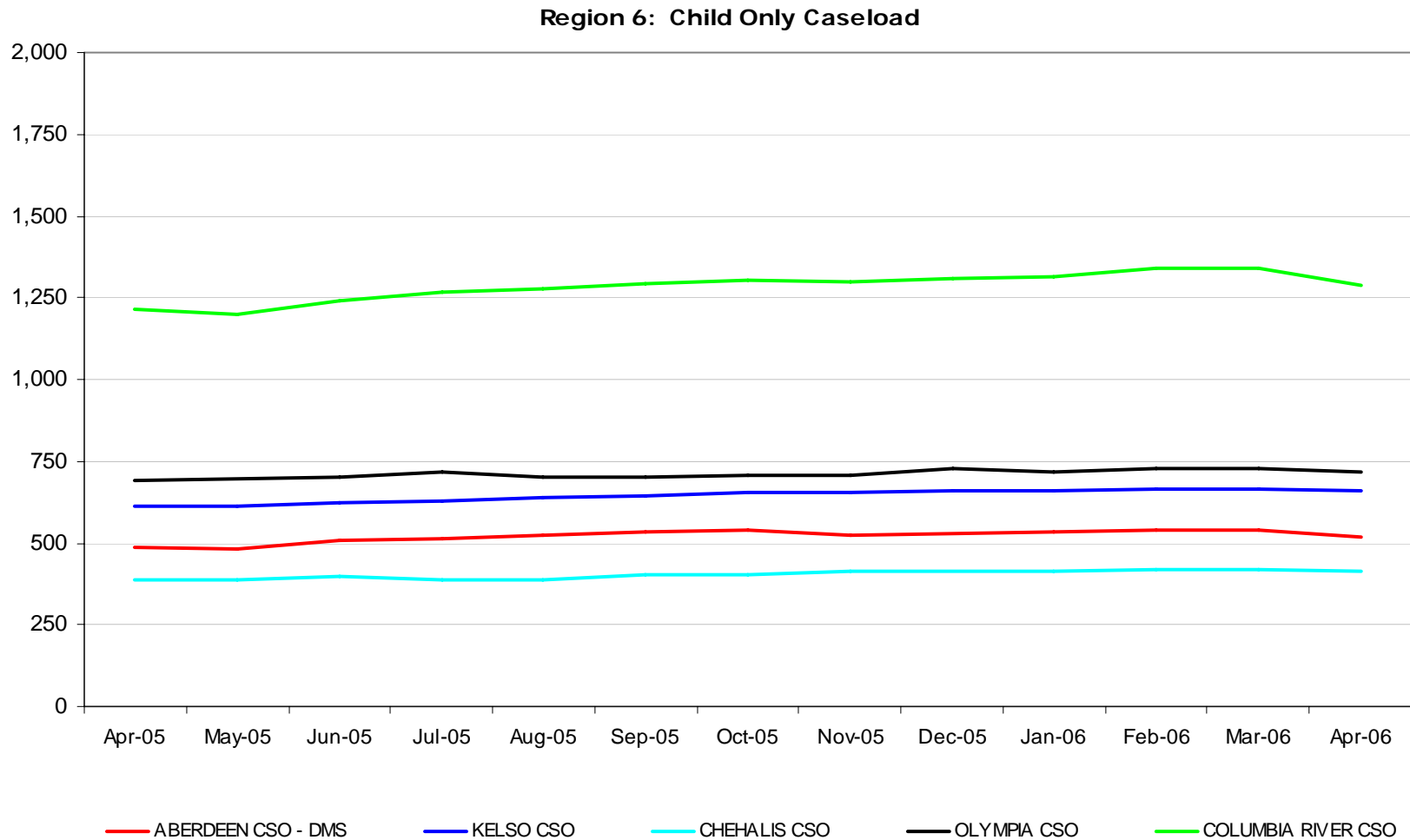
**Data Notes**

SOURCE: ACES Data Warehouse as posted on OPADA.



# WorkFirst GMAP – Caseload – Child Only

MEASURE | Number of families receiving WorkFirst

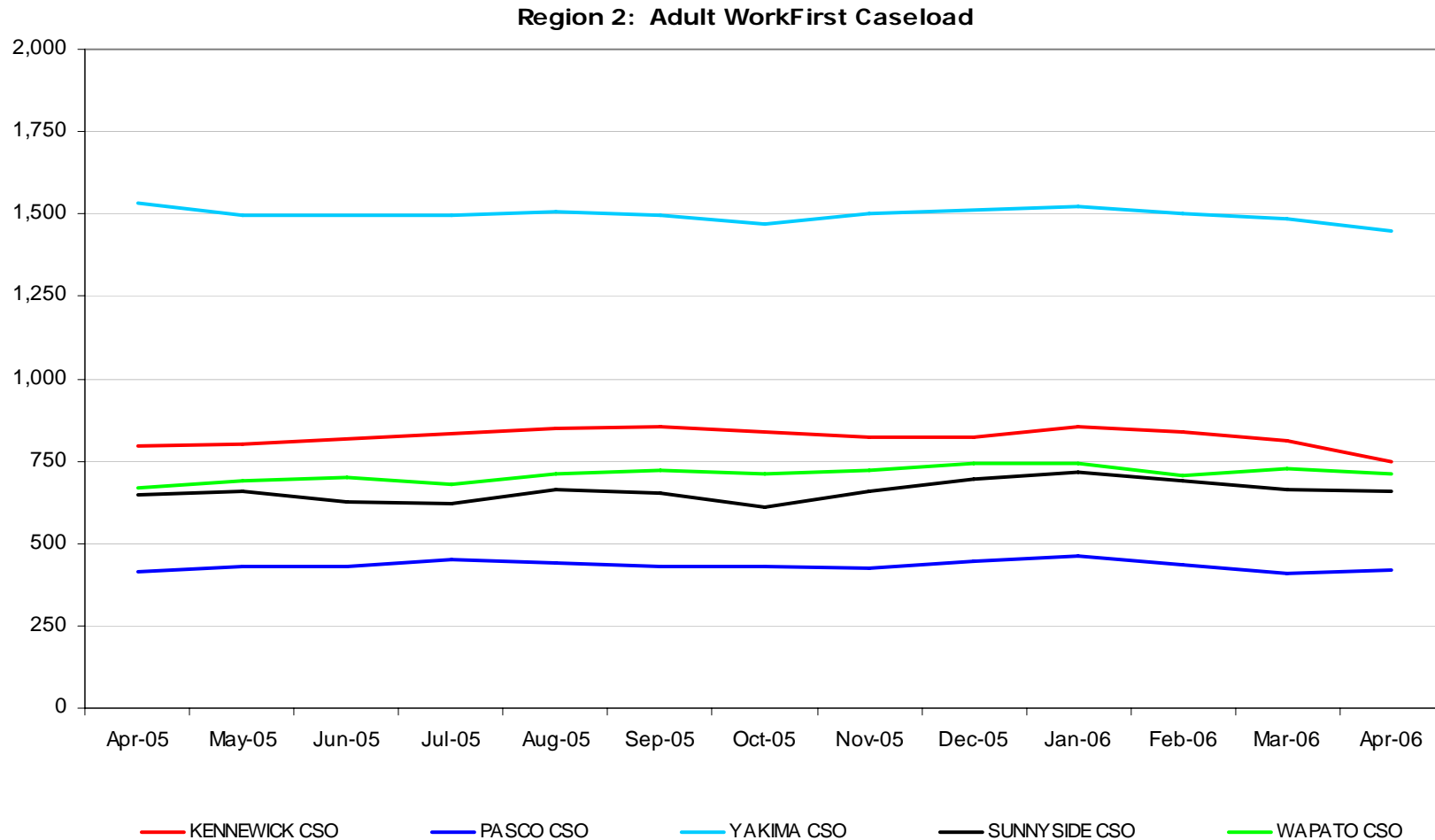


Data Notes | SOURCE: ACES Data Warehouse as posted on OPADA.



# WorkFirst GMAP – Caseload (Adult caseload)

MEASURE | Number of families receiving WorkFirst

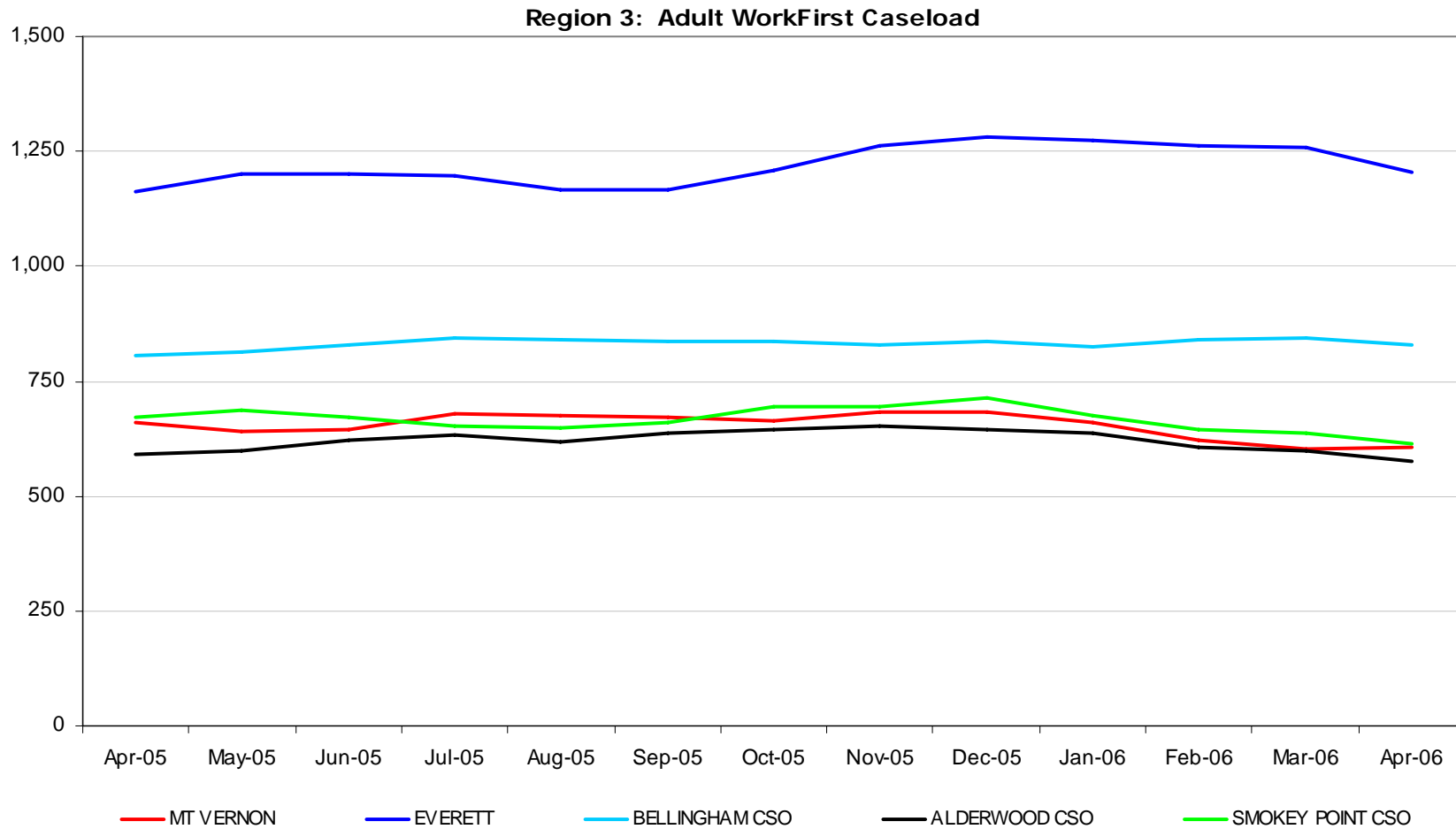


Data Notes | SOURCE: ACES Data Warehouse as posted on OPADA.



# WorkFirst GMAP – Caseload (Adult caseload continued)

MEASURE | Number of families receiving WorkFirst

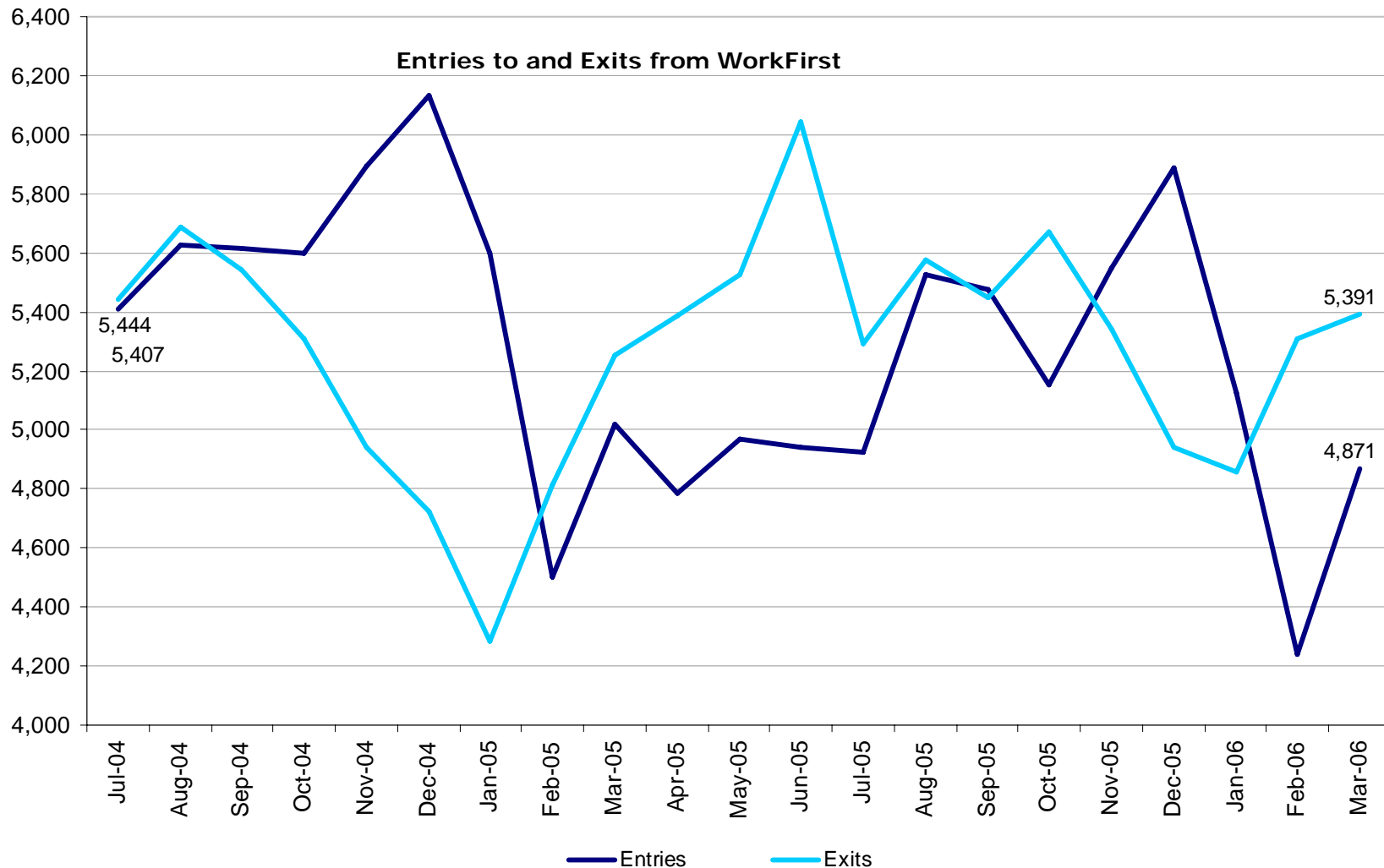


Data Notes

SOURCE: ACES Data Warehouse as posted on OPADA.

# WorkFirst GMAP – Caseload – Entries & Exits

**MEASURE** | Entries to and Exits from WorkFirst (total caseload)



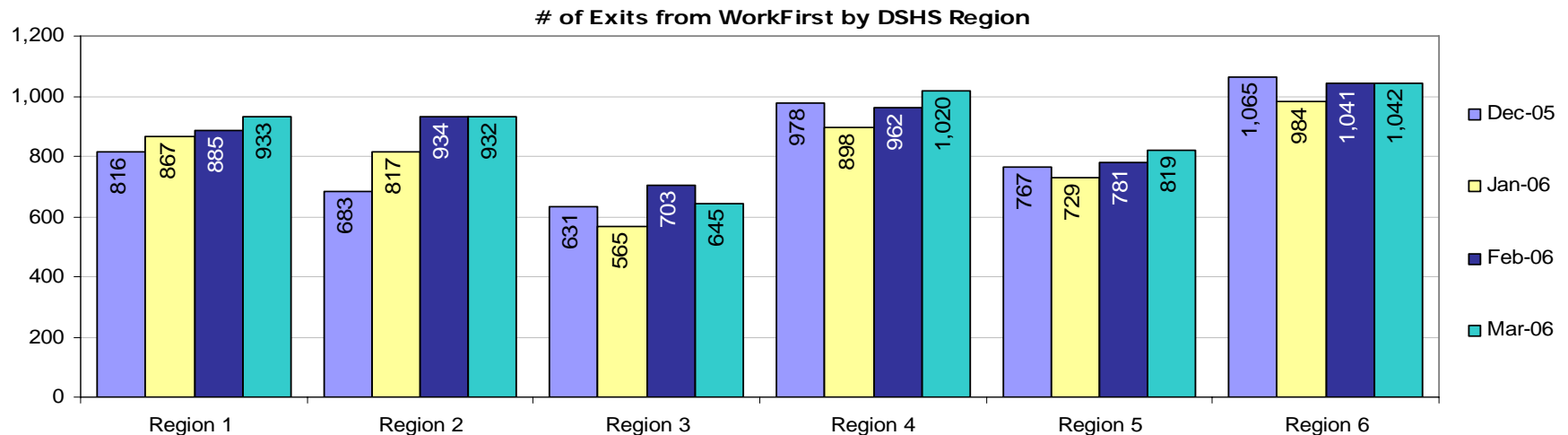
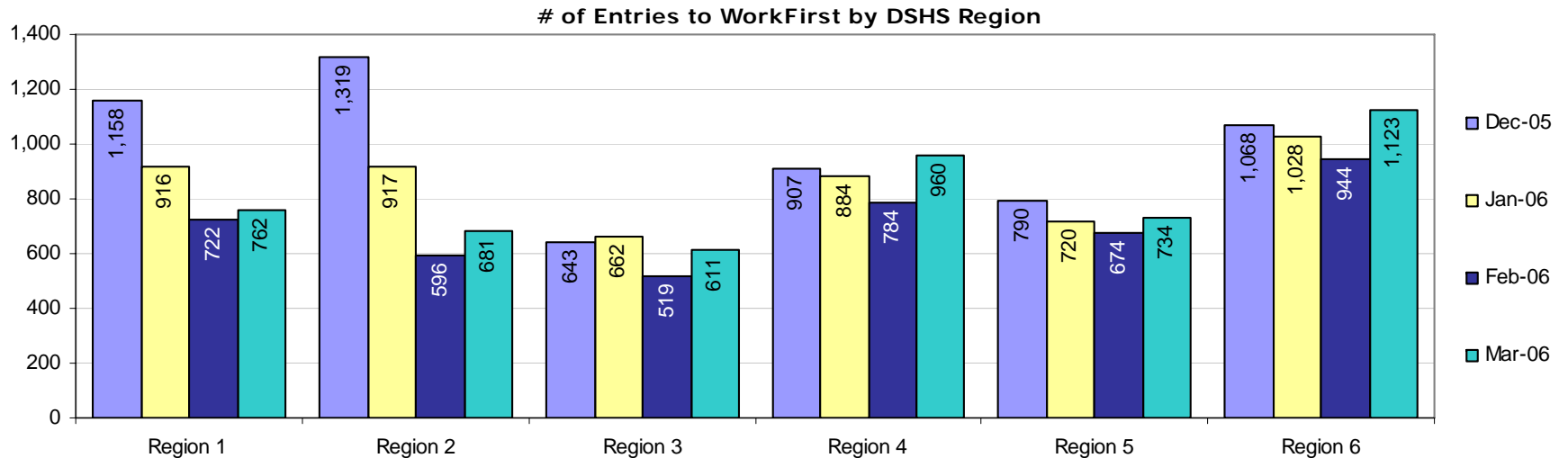
## Data Notes

SOURCE: ACES Data Warehouse/CSD Performance Reports.

Note: Includes Child-Only cases. The last GMAP presentation contained only adult AUs, thus these numbers are higher than previously reported.

# WorkFirst GMAP – Caseload by Region - Entries and Exits

**MEASURE** | Entries to and Exits from WorkFirst by Region (total caseload)



## Data Notes

Includes Child-Only cases. The last GMAP presentation contained only adult AUs, thus these numbers are higher than previously reported.

SOURCE: ACES Data Warehouse/CSD Performance Reports.

# WorkFirst GMAP – Caseload – Entries and Exit

MEASURE | Entries to and Exits from WorkFirst (total caseload)

## ANALYSIS |

### *Statewide*

- While in SFYs 04 and 05 there were more people entering WorkFirst than leaving, there is a positive trend developing in SFY06:

|       |                |                        |
|-------|----------------|------------------------|
| SFY04 | 52,462 Entries | 51,550 Exits           |
| SFY05 | 50,120 Entries | 49,900 Exits           |
| SFY06 | 46,745 Entries | 47,846 Exits (to date) |

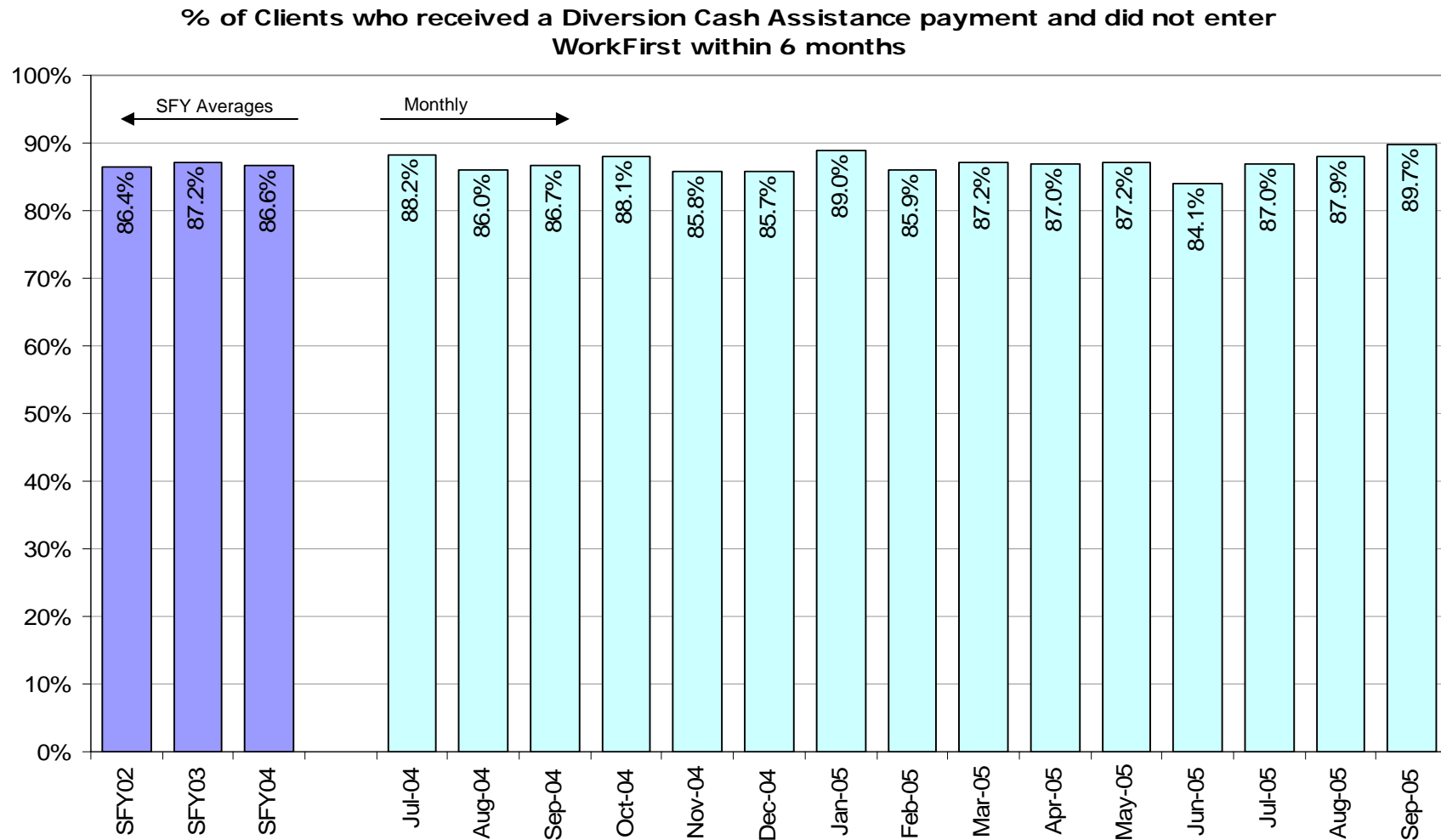
- Positive trend partially attributed to:
  - Upfront screening to all new and returning applicants to determine whether services other than WorkFirst will meet their needs (Child Support, Basic Food, Medical Assistance, Unemployment Benefits, Child Care, or Diversion Cash Assistance).
  - Direct access to Unemployment Insurance (UI) for applicants in the CSO.
- The decline in the WorkFirst caseload appears to be equally attributable to a decline in entries and an increase in exits.
- The WorkFirst entry rate is lower than anytime over the past five years. Correspondingly, the exit rate is the highest over the same five-year period.

### *Regional*

- Comparing the months of February and March 2005 with the same months in 2006, there is a net loss in both years (i.e., more exits than entries). However, the net loss in 2006 is significantly greater than 2005 for both months. Additional months of data are needed to determine whether this is a trend.

# WorkFirst GMAP – Diversion Cash Assistance (6 months)

**MEASURE** | Percent of clients who received a Diversion Cash Assistance payment and did not enter WorkFirst within 6 Months



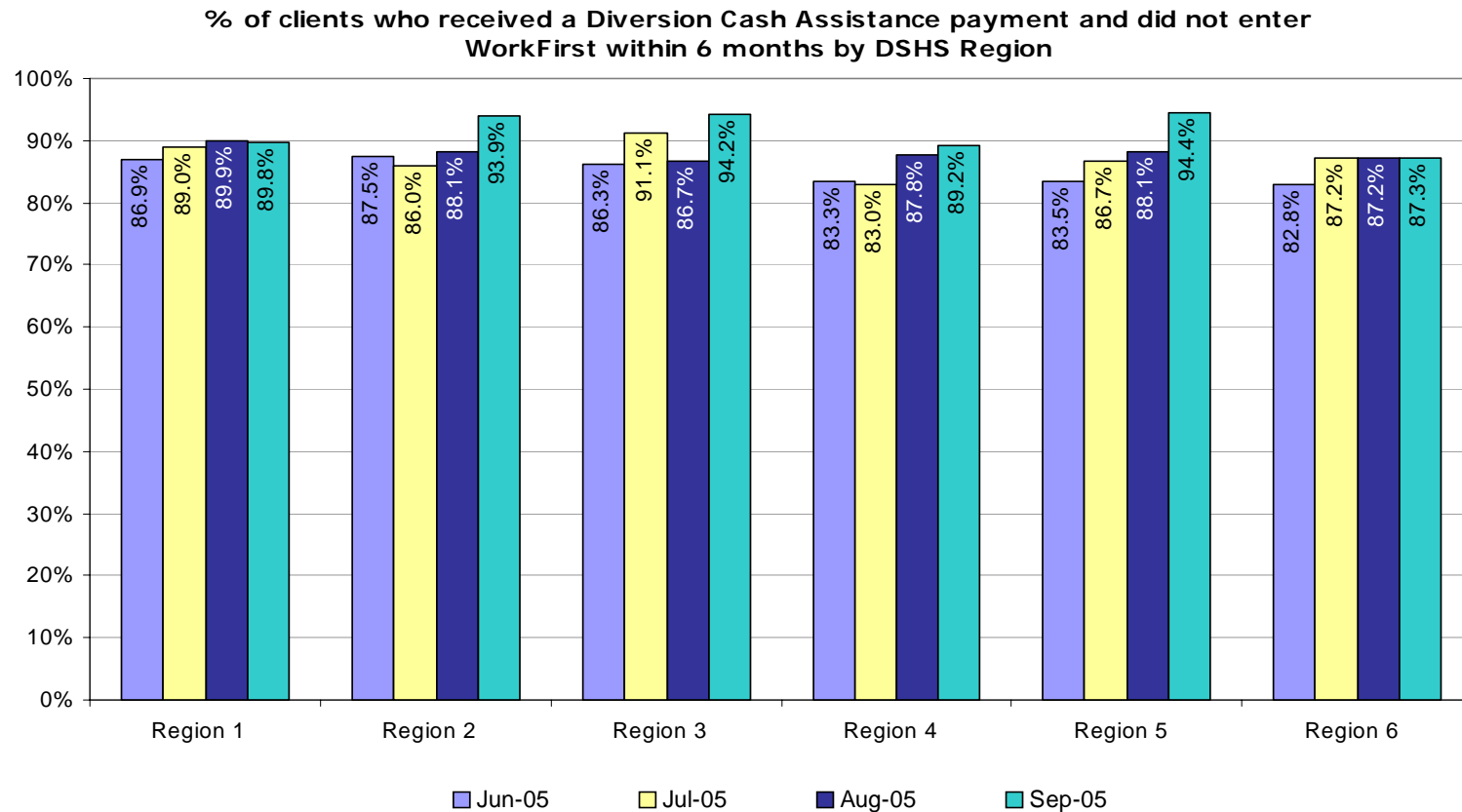
**Data Notes**

SOURCE: ACES Data Warehouse as posted on OPADA.



# WorkFirst GMAP – Diversion Cash Assistance (6 months)

**MEASURE** | Percent of clients who received a Diversion Cash Assistance payment and did not enter WorkFirst within 6 Months by Region



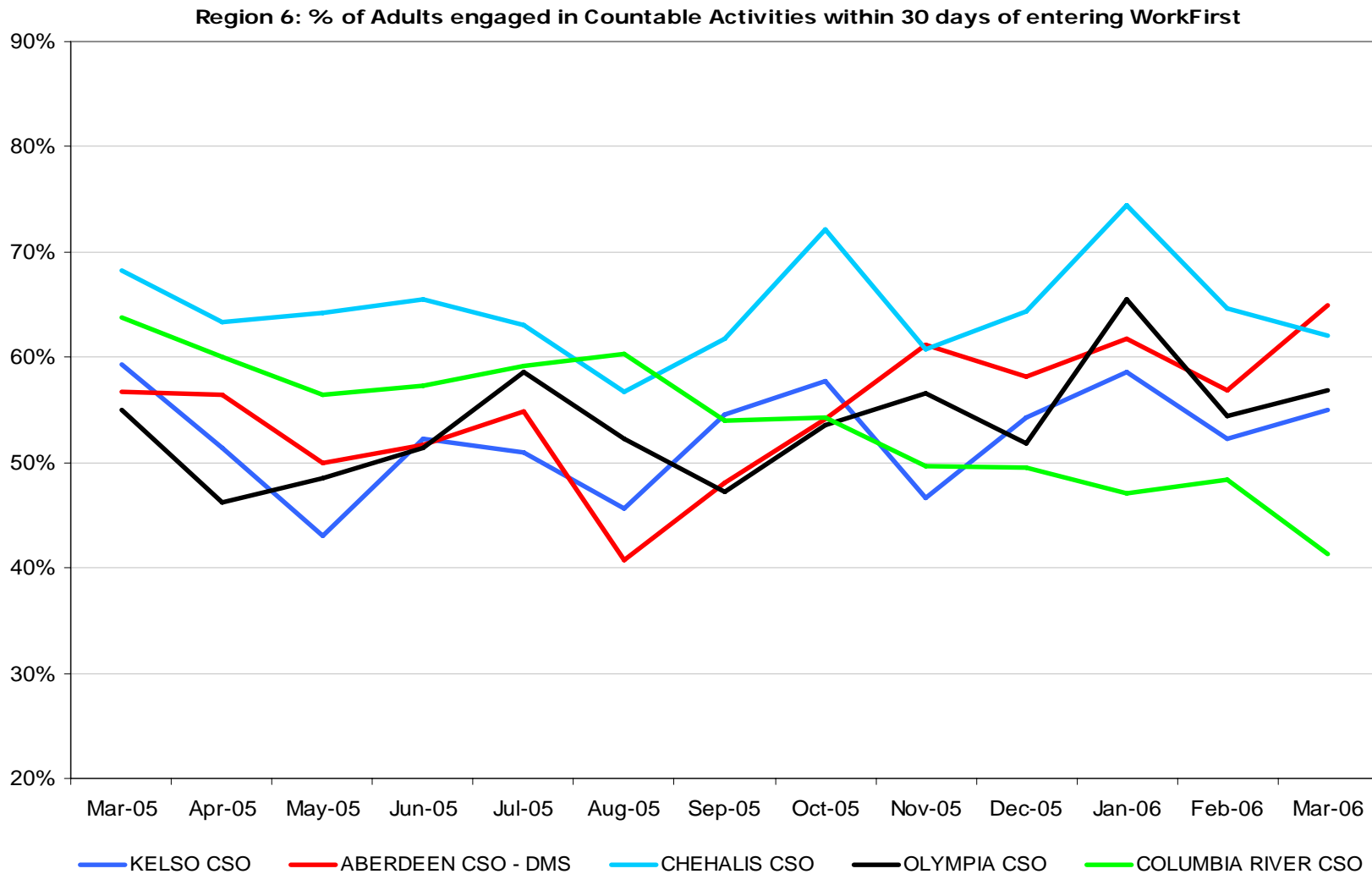
## Total Number of DCA Adult Clients – Statewide and Regional

|        | Region 1 | Region 2 | Region 3 | Region 4 | Region 5 | Region 6 | Statewide |
|--------|----------|----------|----------|----------|----------|----------|-----------|
| Sep 05 | 108      | 95       | 69       | 148      | 108      | 386      | 852       |
| Aug 05 | 129      | 67       | 60       | 131      | 101      | 344      | 834       |
| Jul 05 | 91       | 50       | 56       | 106      | 90       | 335      | 728       |
| Jun 05 | 84       | 72       | 51       | 102      | 85       | 344      | 738       |

**Data Notes** | SOURCE: ACES Data Warehouse as posted on OPADA.

# WorkFirst GMAP - Engagement

MEASURE | Percent of adults in full-time work or work-like activities

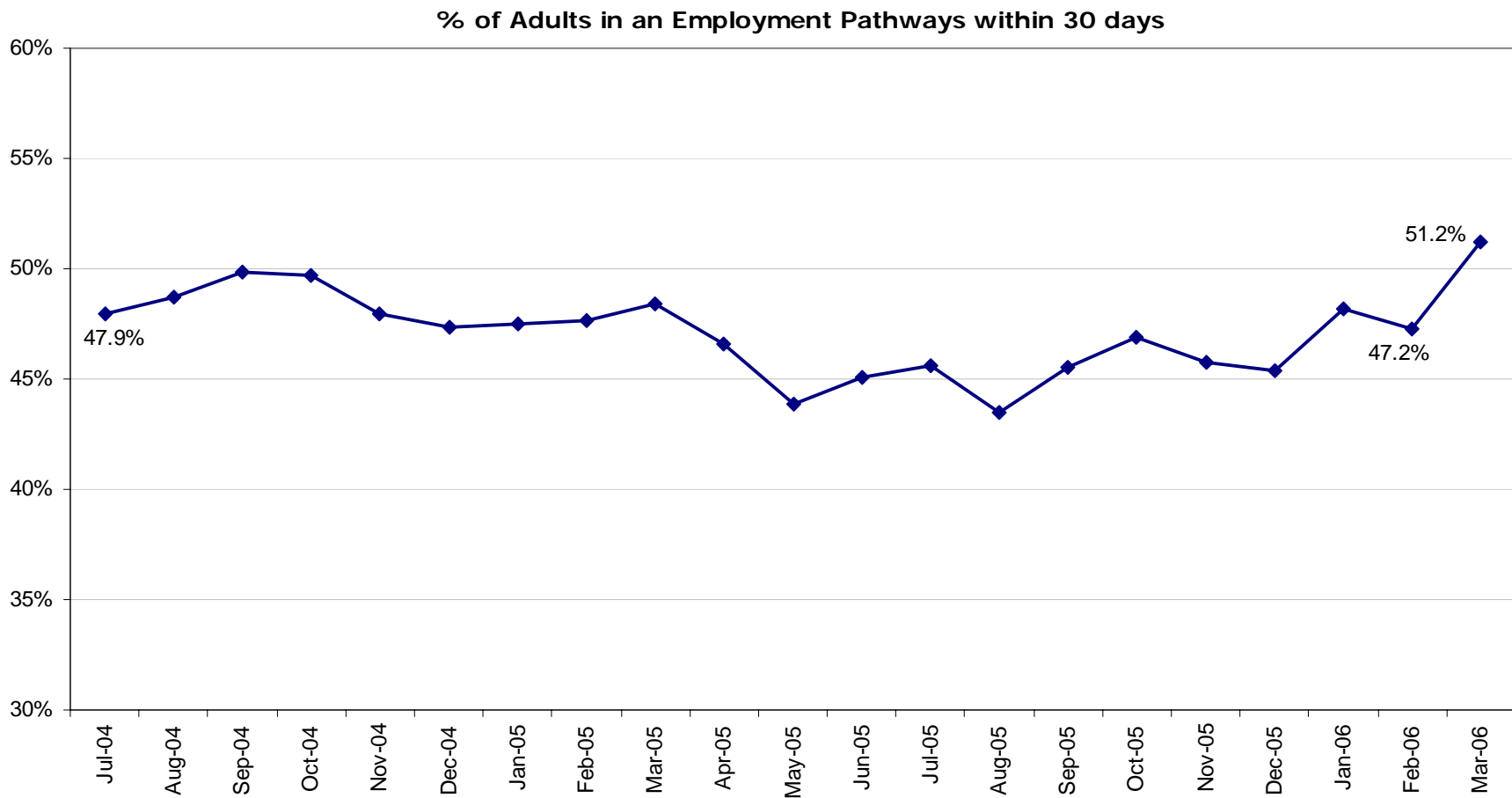


Data Notes

SOURCE: Entry Into Components Report Produced by OPADA.

# WorkFirst GMAP - Engagement

**MEASURE** | Percent of adults engaged in Employment Pathways within 30 days of entering WorkFirst



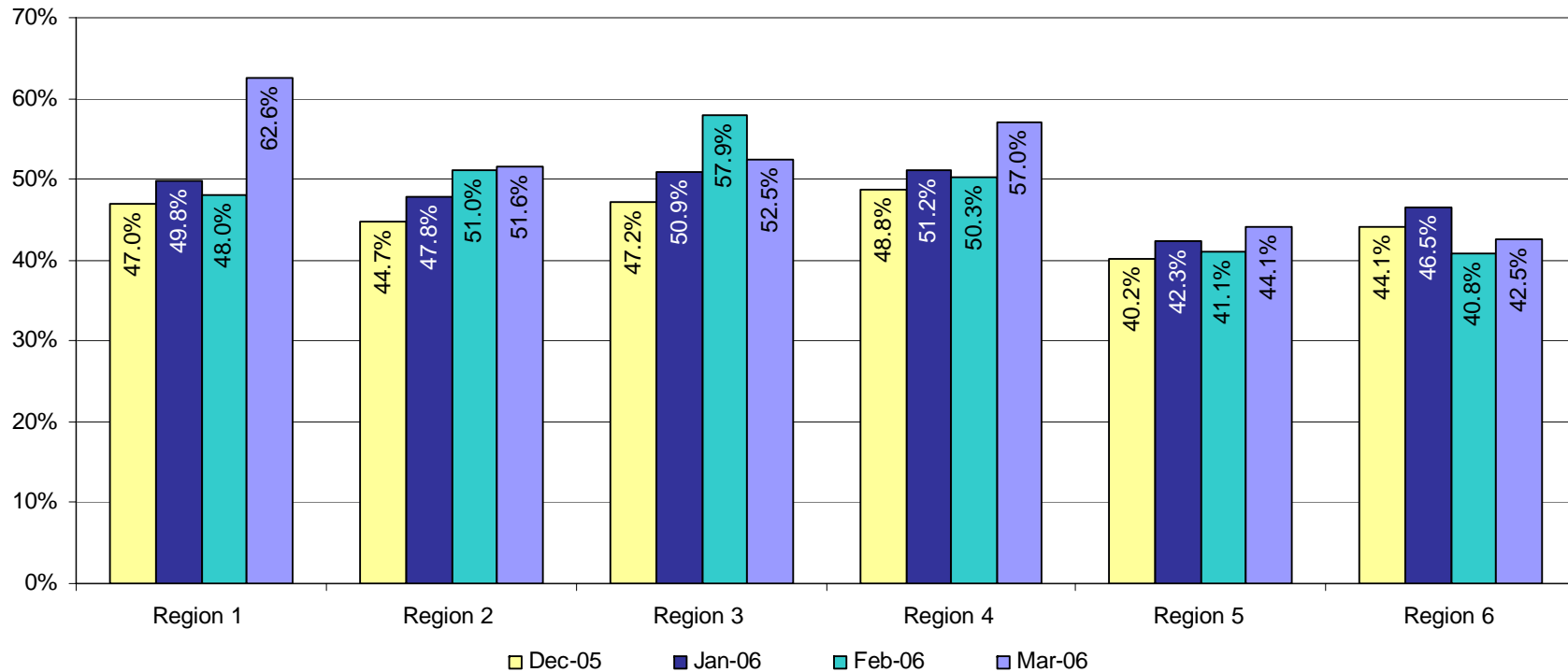
Source: OPADA.

**Data Notes**

This report was previously based on a duplicate count of open pathway to employment components. The report has been revised, effective with this report (March 2006) it is based on an unduplicated count of open pathway to employment components. Due to this change, the percentages will be lower than previous reports.

# WorkFirst GMAP - Engagement

**MEASURE** | Percent of adults engaged in Employment Pathways within 30 days of entering WorkFirst by Region



## Total Number of WorkFirst Entries – Statewide and Regional

|        | Region 1 | Region 2 | Region 3 | Region 4 | Region 5 | Region 6 | Statewide |
|--------|----------|----------|----------|----------|----------|----------|-----------|
| Mar 06 | 615      | 483      | 505      | 784      | 619      | 901      | 3,907     |
| Feb 06 | 587      | 433      | 375      | 589      | 523      | 719      | 3,226     |
| Jan 06 | 749      | 592      | 525      | 719      | 530      | 809      | 3,925     |
| Dec 05 | 739      | 644      | 501      | 734      | 624      | 841      | 4,083     |

Source: OPADA.

### **Data Notes**

This report was previously based on a duplicate count of open pathway to employment components. The report has been revised, effective with this report (March 2006) it is based on an unduplicated count of open pathway to employment components. Due to this change, the percentages will be lower than previous reports.



# WorkFirst GMAP - Engagement

**MEASURE |** Percent of adults engaged in Employment Pathways within 30 days of entering WorkFirst

## **ANALYSIS |**

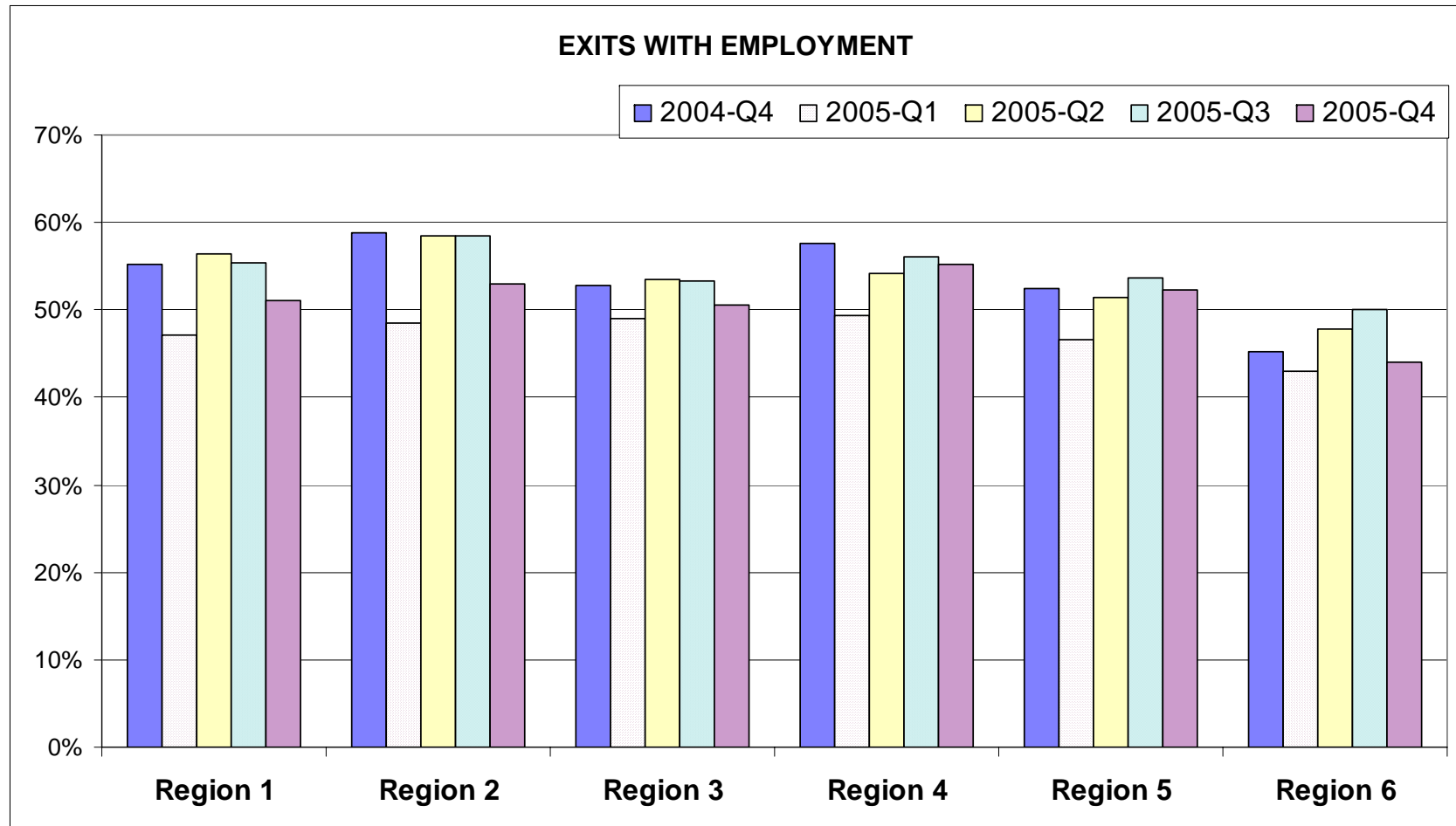
### *Statewide*

- The Employment Pathway includes: Job Search, unsubsidized work, training options, and Community Jobs.
- There has been a positive trend in the percentage of adults engaged in an Employment Pathway since December 2005. The percentage increased 5.6% from December 2005 to March 2006.
- Statewide, we have exceeded 50% for the first time in this measure since July 2004.
- The engagement measures will be changing slightly with the implementation of Comprehensive Evaluations.

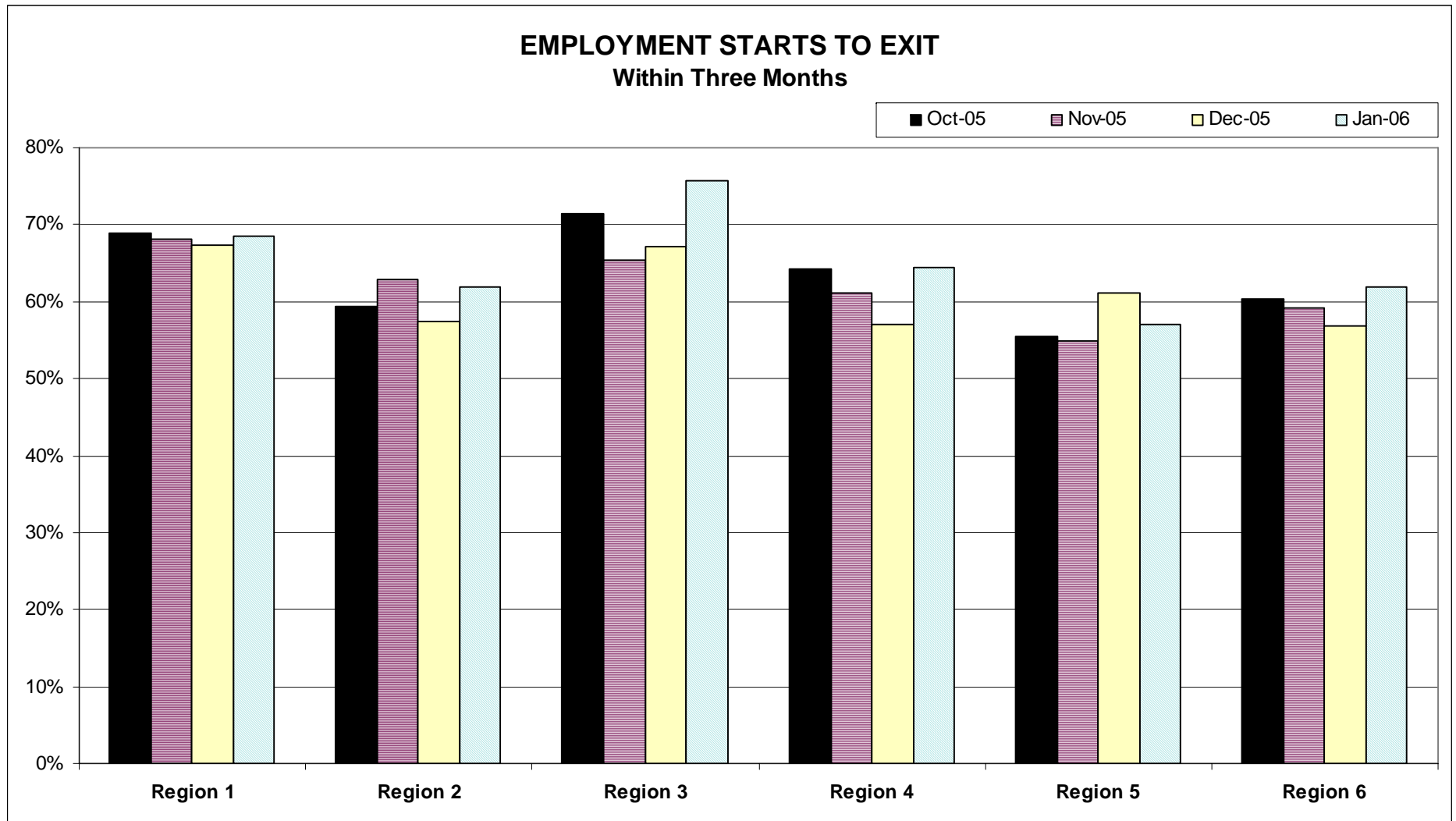
### *Regional/Office Level*

- In March 2006 the regional percentages range from a high of 62.6% (Region 1) to a low of 42.5% (Region 6). This mirrors the trend of the percent of adults engaged in Countable Activities within 30 days of entering WorkFirst, of which this measure is a subset.
- Of the offices with large WorkFirst caseloads in Region 1, percentages range from a high of 80% (Spokane Southwest CSO) to a low of 48% (Wenatchee CSO).
- Of the offices with large WorkFirst caseloads in Region 6, percentages range from a high of 51.1% (Chehalis CSO) to a low of 37.2% (Columbia River CSO).

# WorkFirst GMAP – Exits with Employment



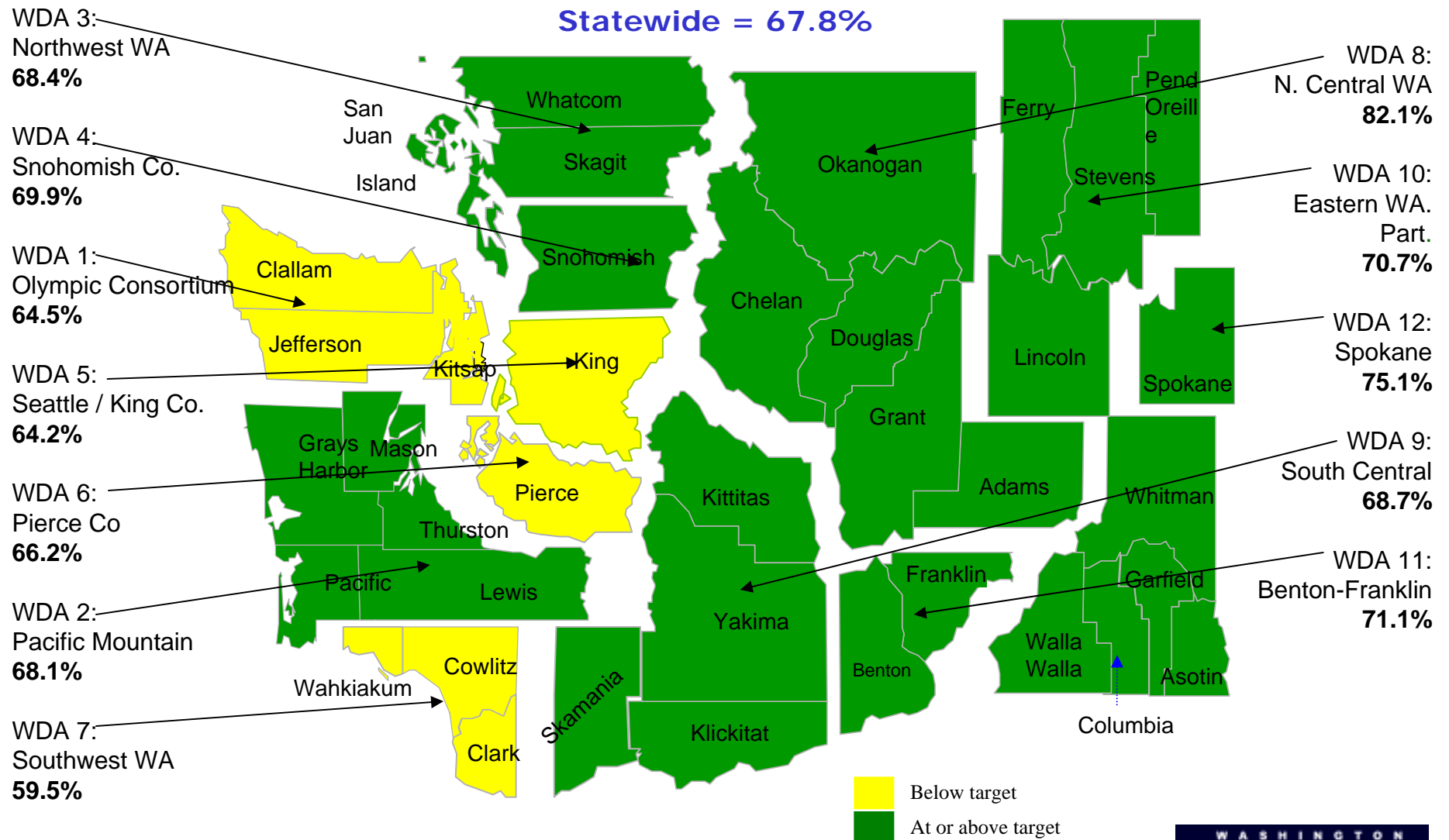
# WorkFirst GMAP – Employment Starts to Exit



# WorkFirst GMAP – Entered Employment

**TARGET | 67% Entered Employment Rate (Statewide)**

**(July 2005 – Sept. 2005)**



## Data Notes

Source: JAS, UI Benefit Table, SKIES Placement Table, UI Wage File and WRIS: provided by LMEA on 05-18-06

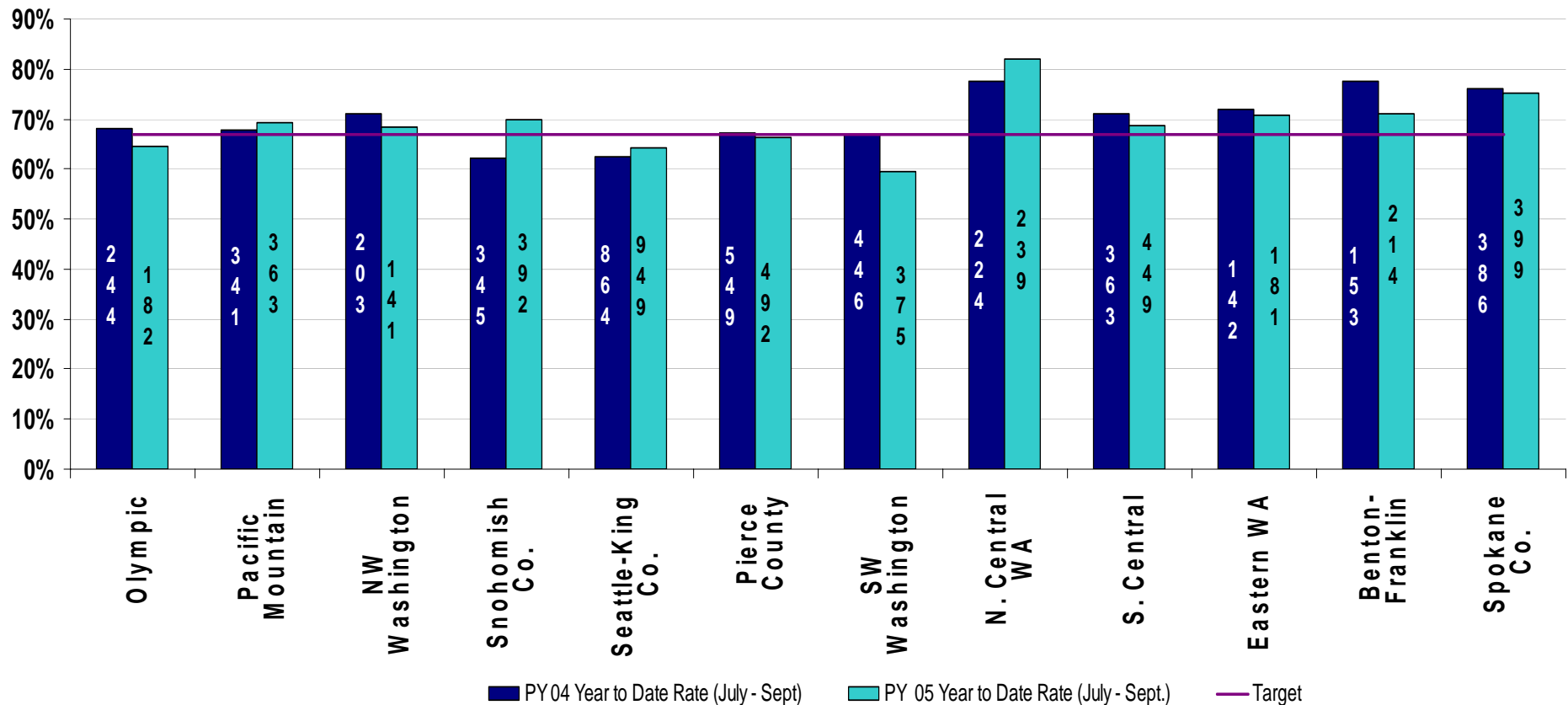
Time period: Year to date (July 2005-Sept. 2005) Entered Employment Rate.



# WorkFirst GMAP – Entered Employment by WDA

**TARGET | 67% Entered Employment Rate (Statewide)**

Entered employment rate and numbers by WDA



## Data Notes

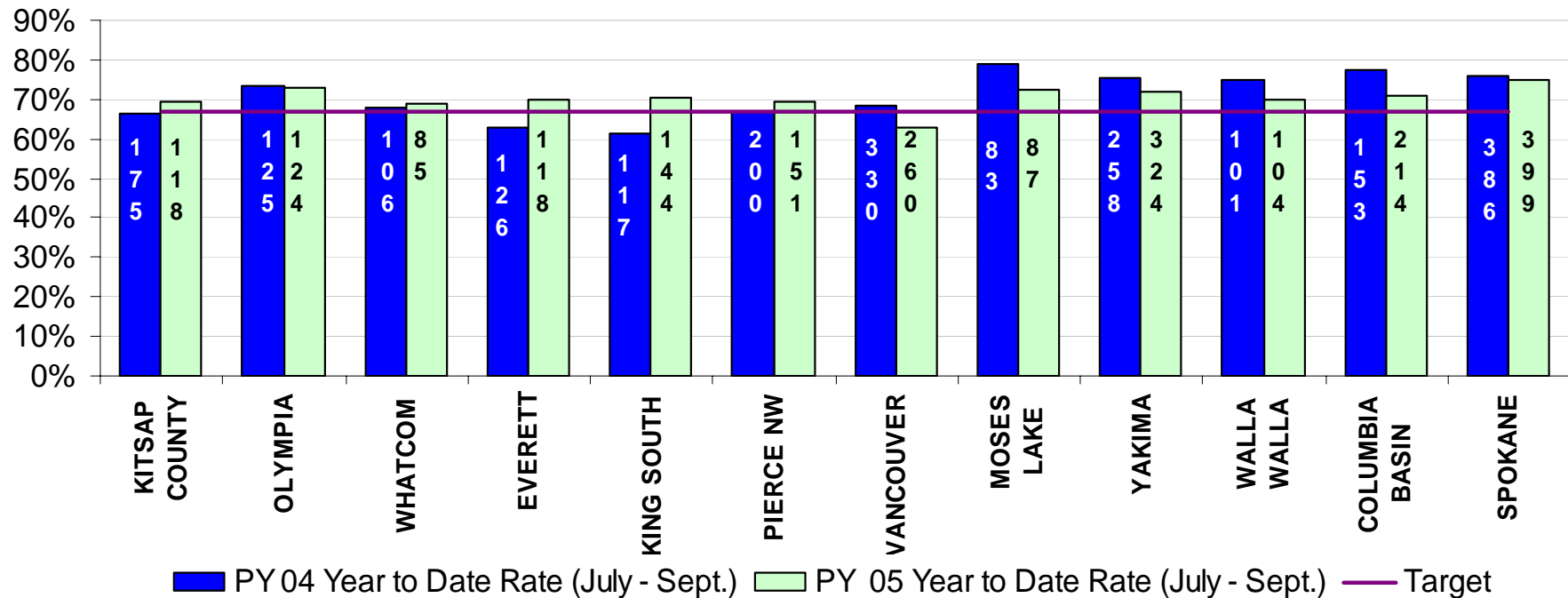
Source: JAS, UI Benefit Table, SKIES Placement Table, UI-Wage File and WRIS.  
 LMEA provided Job Search to Work in 3 Months data: 05-18-06



# WorkFirst GMAP – Entered employments by selected offices

**TARGET | 67% Entered Employment Rate (Statewide)**

**Entered Employment Rate for Selected Office within each of the 12 Workforce Development Areas**



## Data Notes

Source: JAS, UI Benefit Table, SKIES Placement Table, UI-Wage File and WRIS.  
LMEA provided Job Search to Work in 3 Months data: 05-18-06

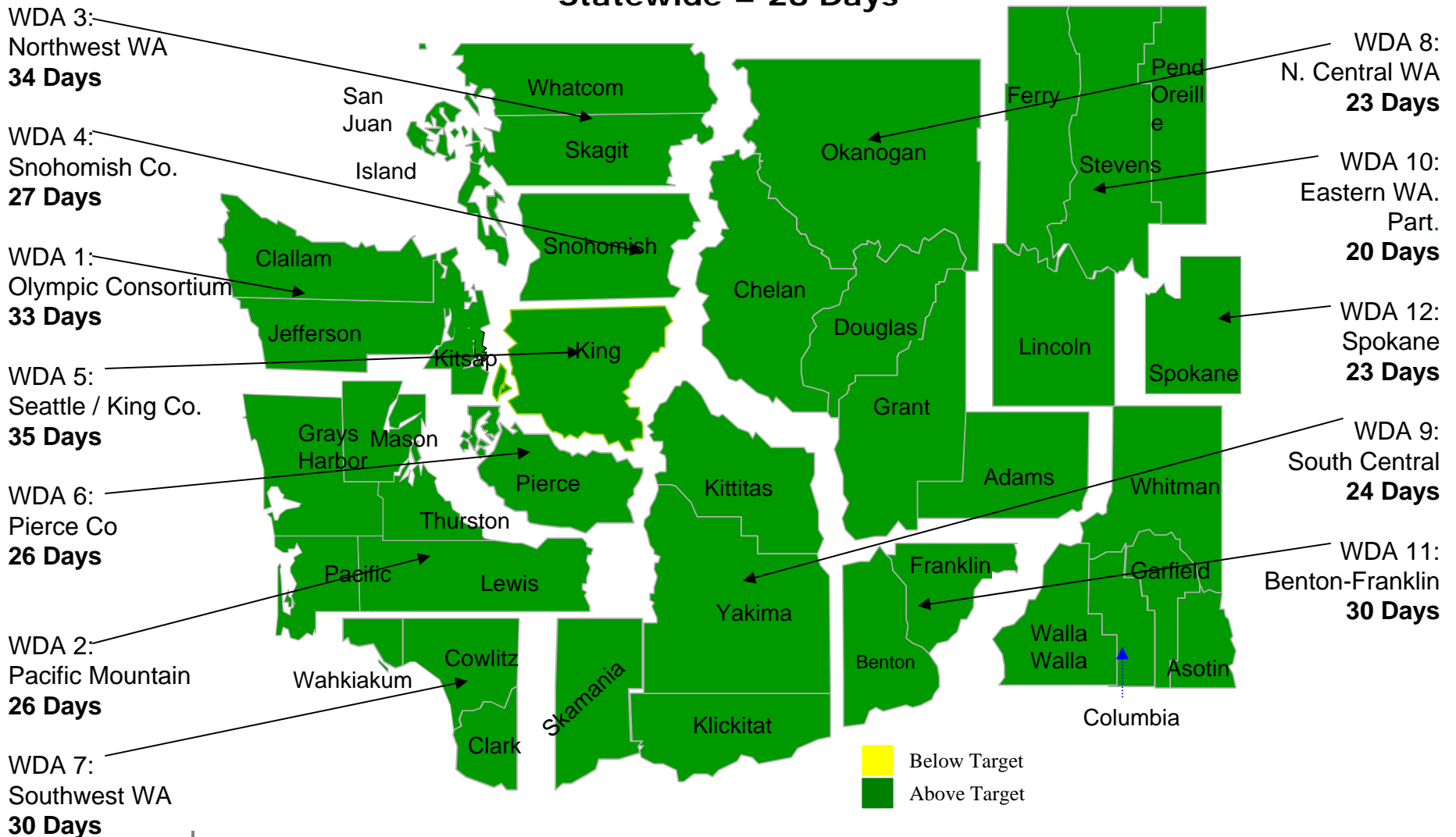


# WorkFirst GMAP – Median Days to Work

**TARGET | 42 median days (Statewide)**

**July 2005 – April 2006**

**Statewide = 28 Days**



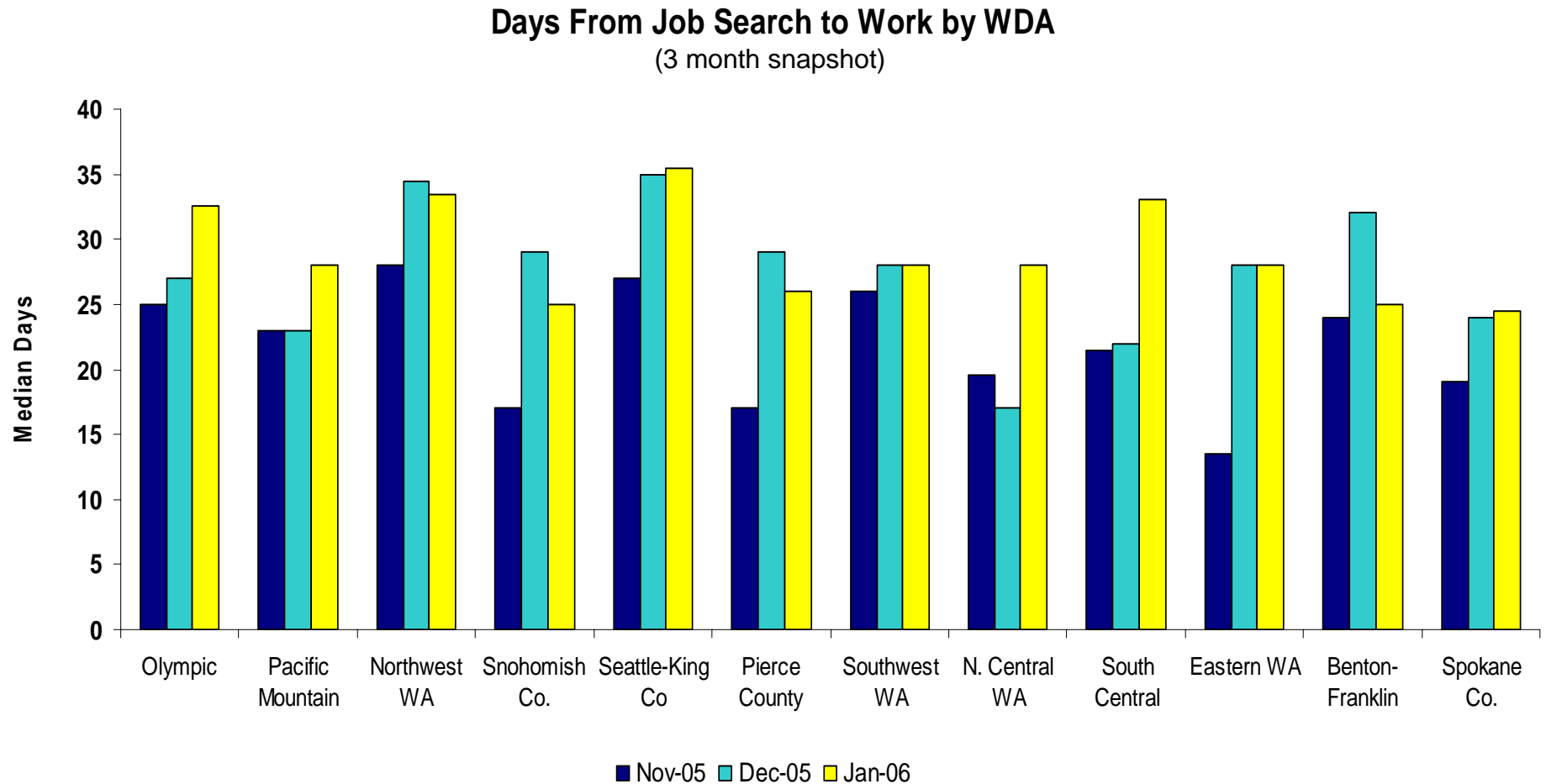
*Data Notes*

Source: JAS Component, SKIES Placement and UI-Benefit Table data provided by LMEA on 04-17-06  
 Median Days to Work represents July 2005-April 2006 median days as calculated by LMEA.



# WorkFirst– Median days to work by WDA

TARGET | 42 median days (Statewide)



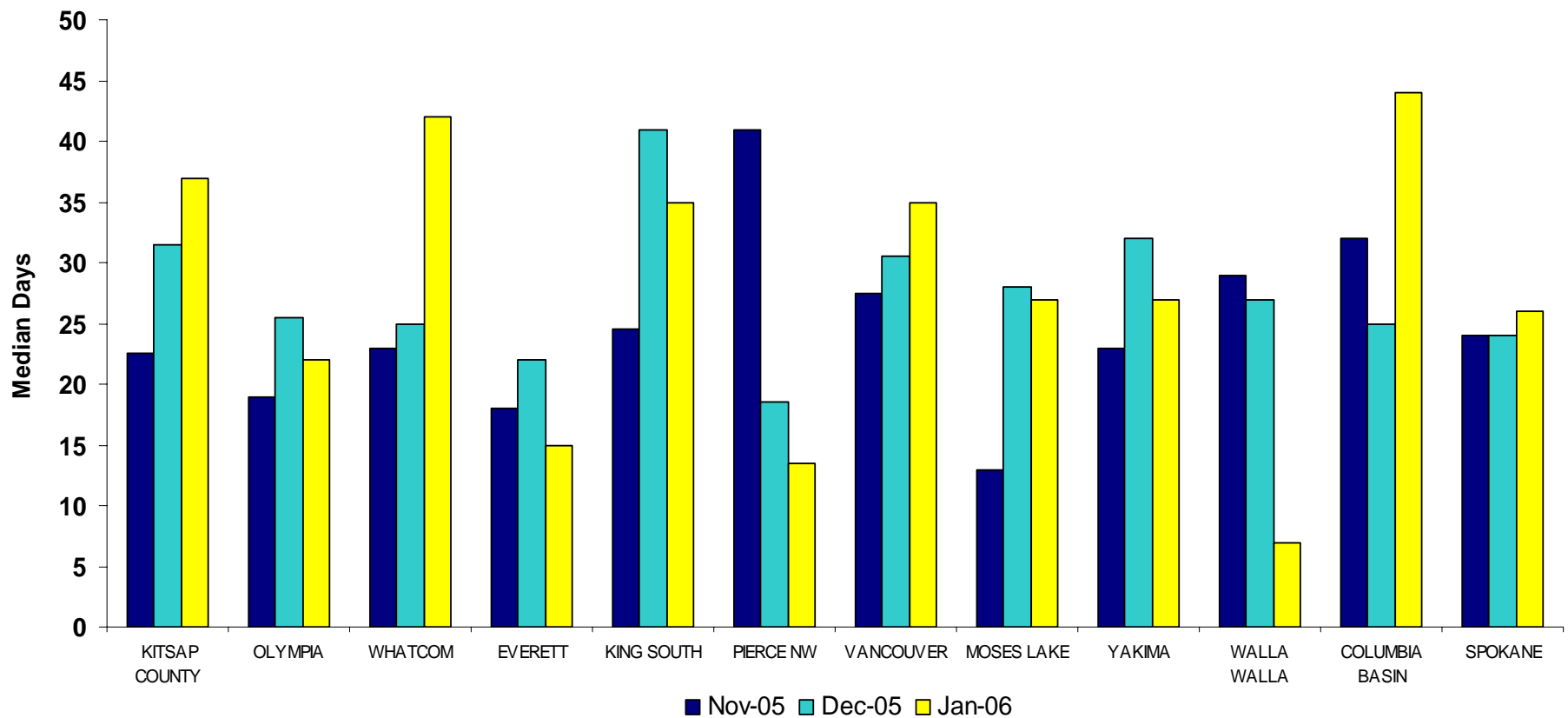
**Data Notes** | Source: JAS Component, SKIES Placement and UI-Benefit Table data provided by LMEA on 05-20-06



# WorkFirst GMAP – Median days to work by selected offices

**TARGET | 42 median days (Statewide)**

**Days From Job Search to Work by Selected office in each of the 12 Workforce Development Areas**



**Data Notes**

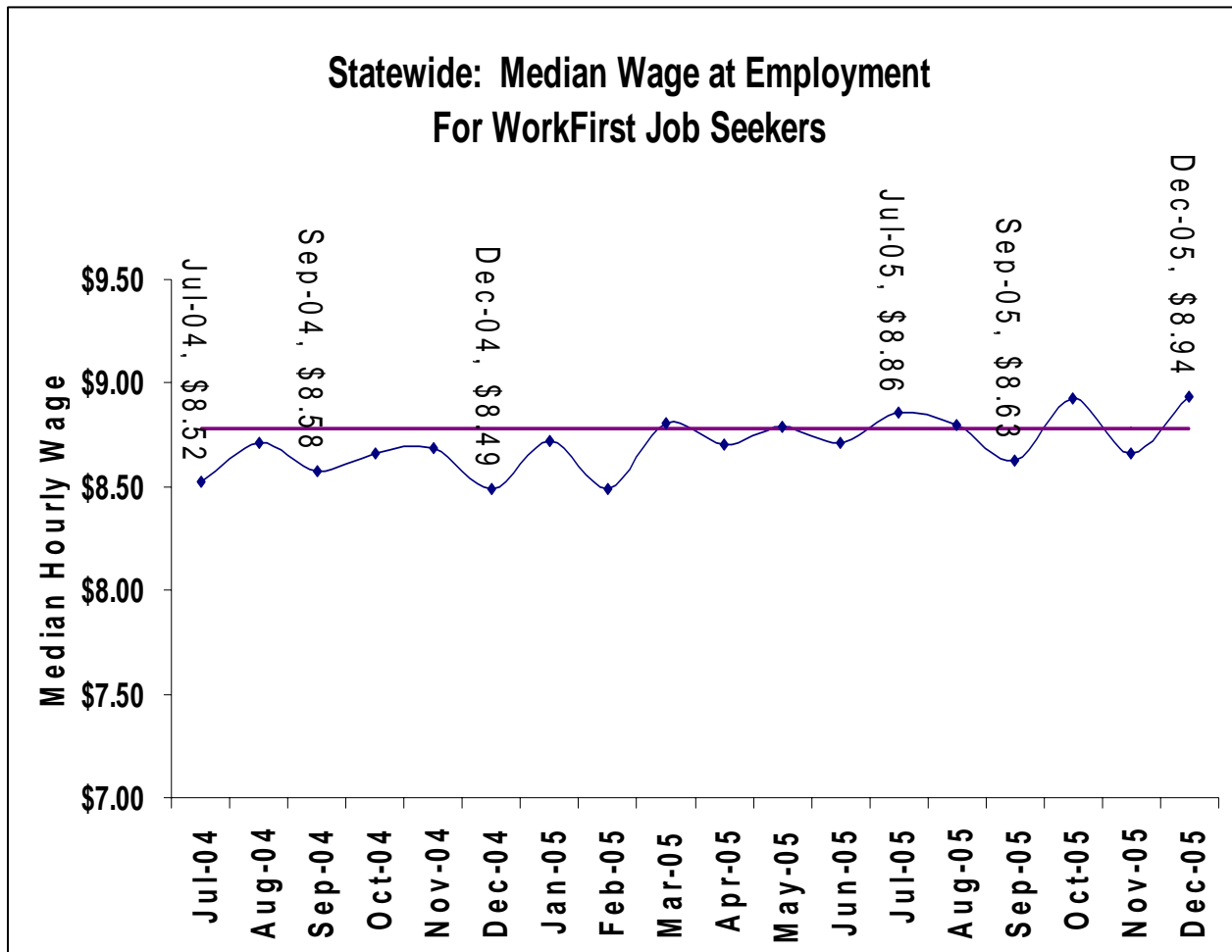
Source: JAS Component, SKIES Placement and UI-Benefit Table data provided by LMEA on 05-20-06



# WorkFirst GMAP – Median Wage

**GOAL** | Increase the median hourly wage at employment

**TARGET** | \$8.75/hr statewide. This goal is relational to each local labor market with a 2% increase over last year.



## ANALYSIS |

- Economy is improving overall.
- Target higher paying entry level jobs.

## ACTION PLAN |

- Implement Comprehensive Evaluation. Match parents with labor market.
- Bundle employment with education to improve earning potential.

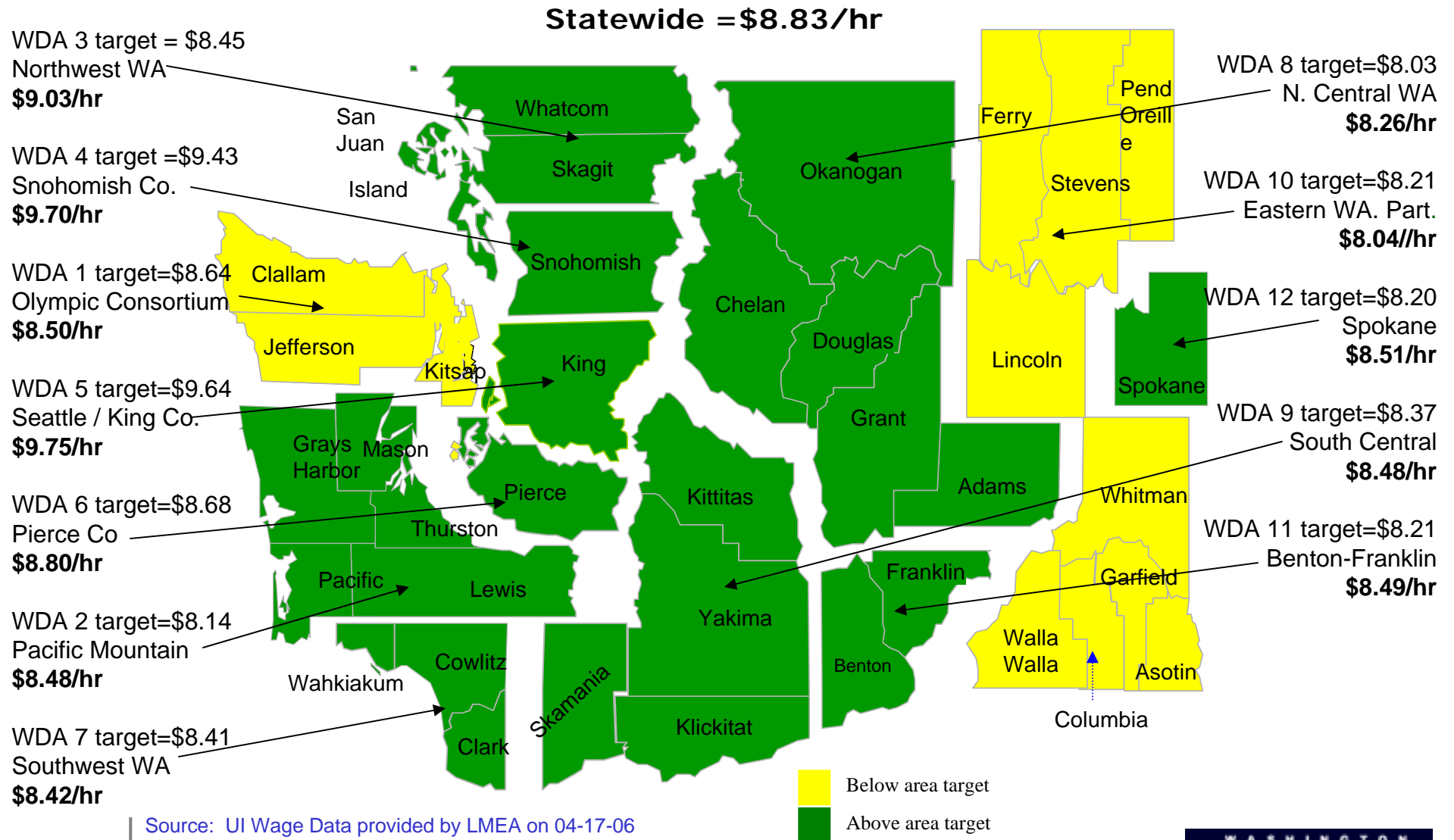
Data Notes

Source: UI-Wage File  
LMEA data provided: 05-20-06



# WorkFirst GMAP – Median Wage

Jul. 2005 – Dec. 2005



Source: UI Wage Data provided by LMEA on 04-17-06

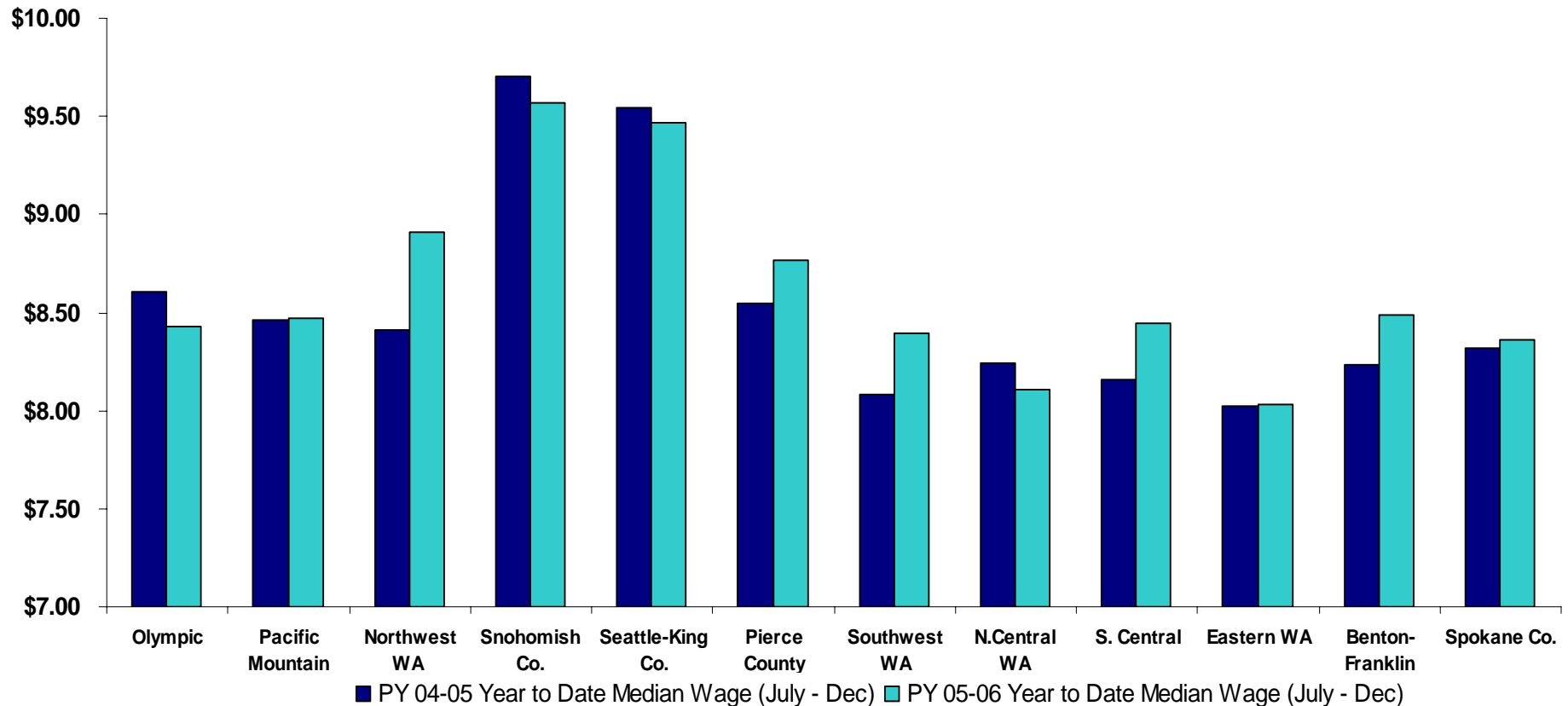
## Data Notes

Median Wage represents July 2005-Dec. 2005 hourly median wage as calculated by LMEA. Median wage calculation is based on employment in three months as registered in the UI WageFile. As a result median wage will adjust somewhat as additional UI WageFile becomes available.

# WorkFirst GMAP – Median wage by WDA

TARGET | Unique to each WDA

Hourly Median Wage by WDA



Data Notes

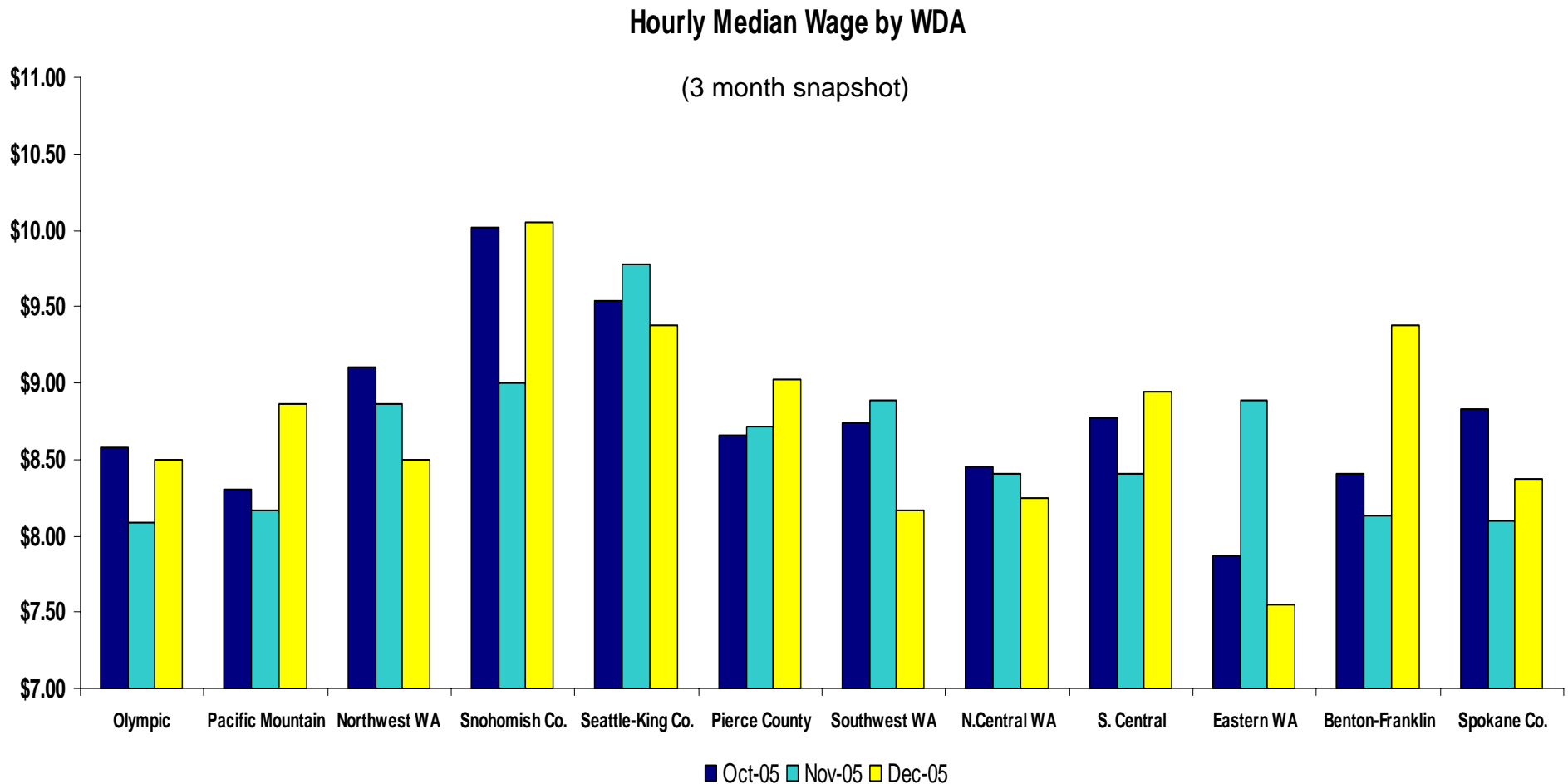
Source: JAS Component, SKIES Placement and UI-Benefit Table data provided by LMEA on 05-20-06





# WorkFirst GMAP – Median wage by WDA

TARGET | Unique to each WDA



## Data Notes

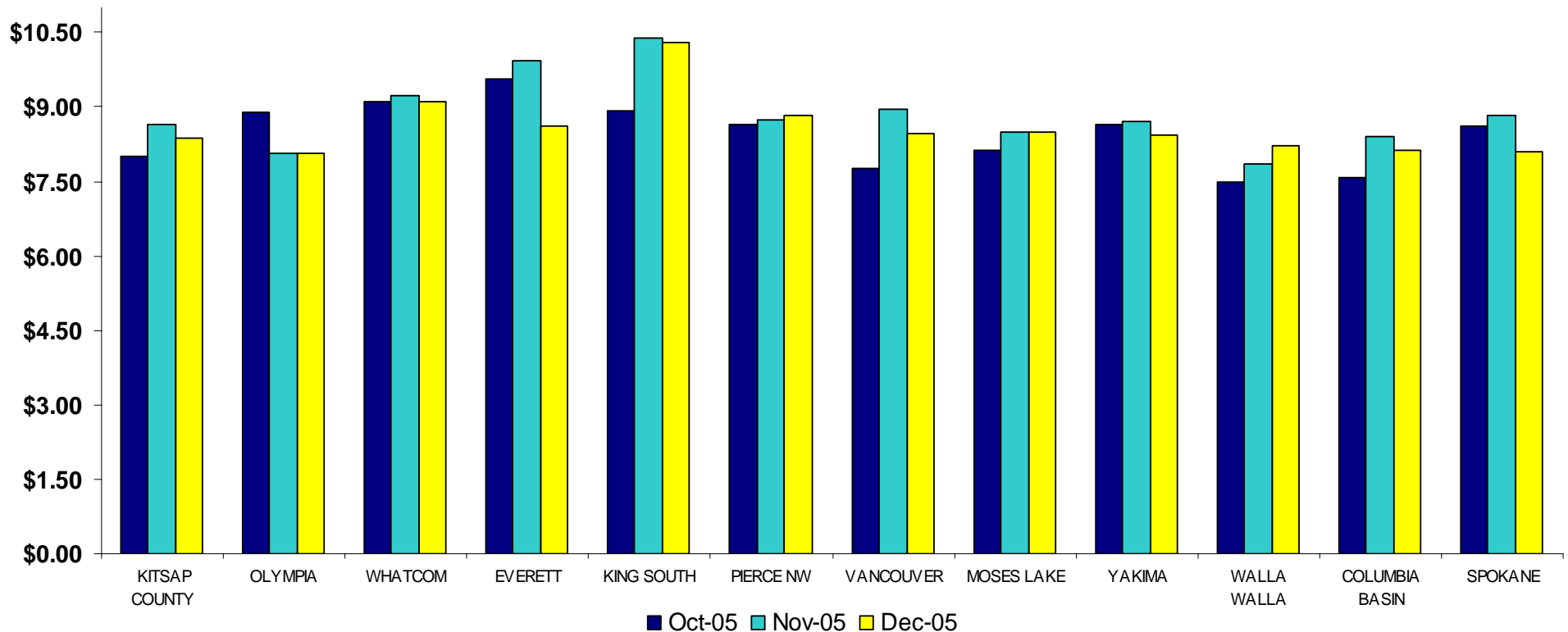
Source: JAS Component, SKIES Placement and UI-Benefit Table data provided by LMEA on 05-20-06



# WorkFirst GMAP – Median wage by selected offices

TARGET | Unique to each WDA

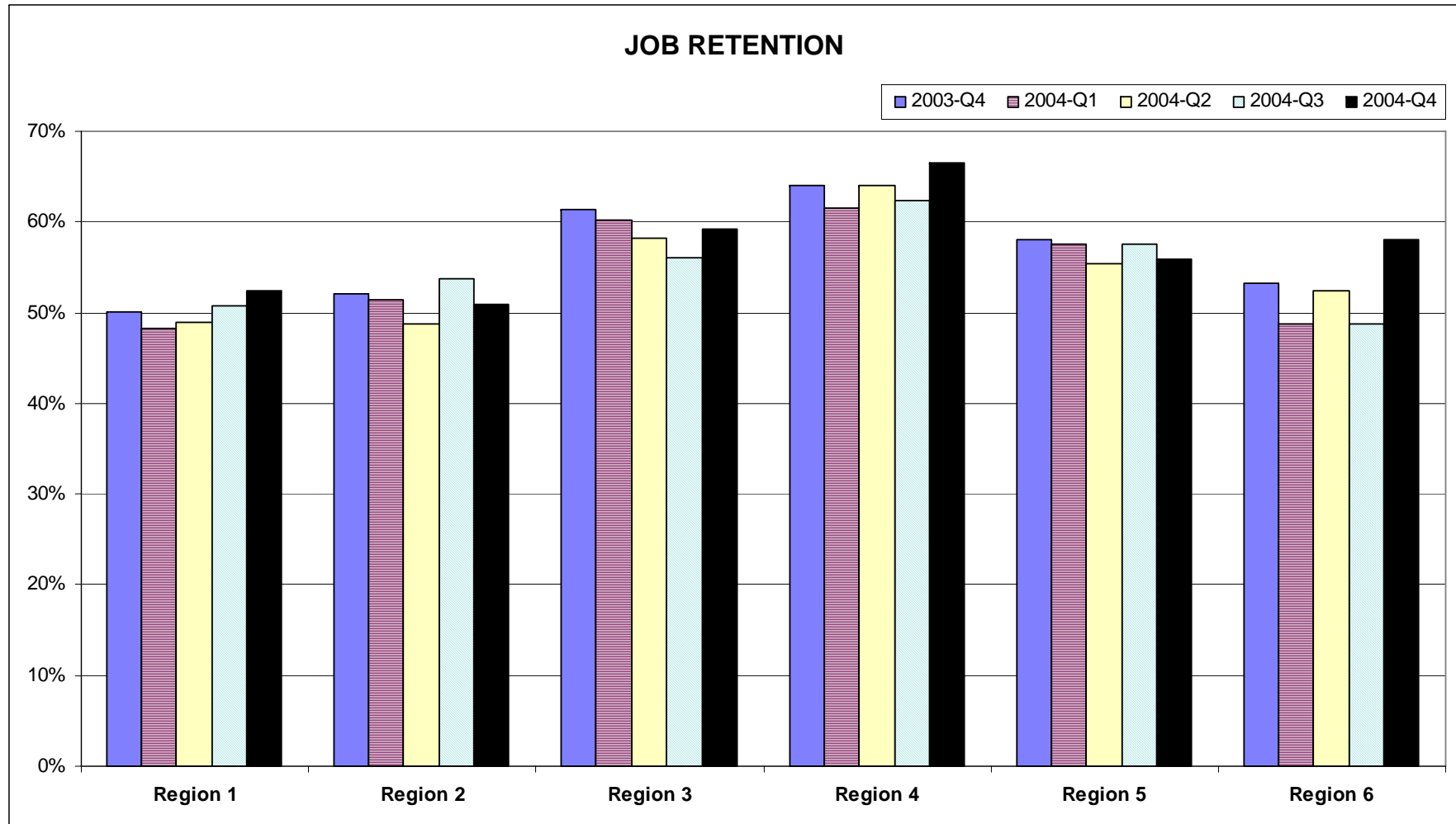
Hourly Median Wage at Employment by Selected office in each of the 12 Workforce Development Areas



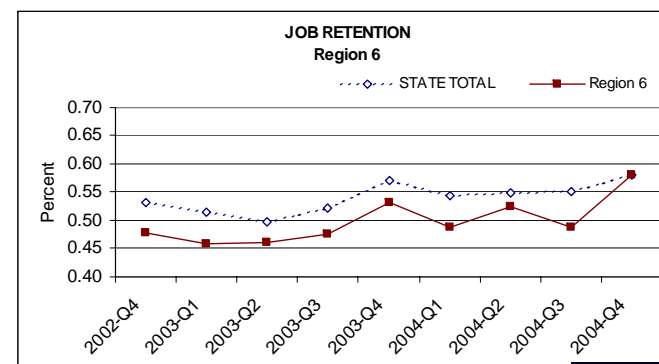
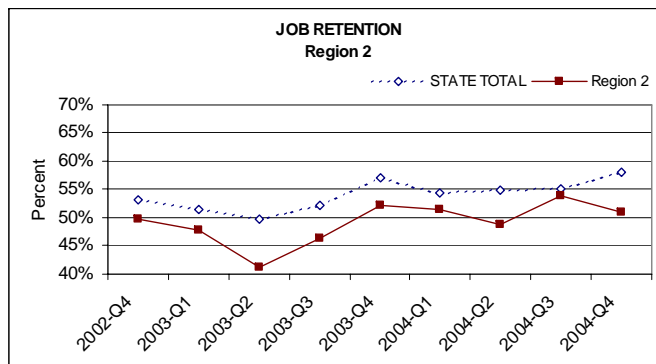
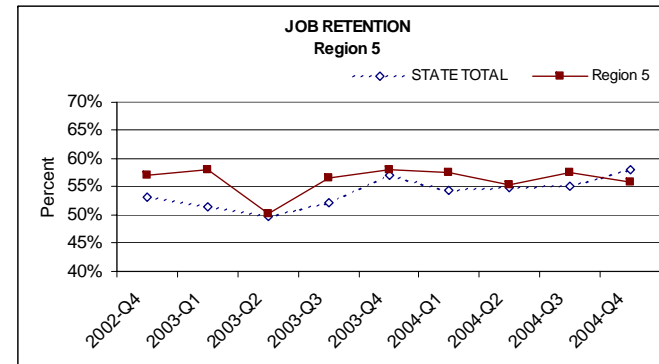
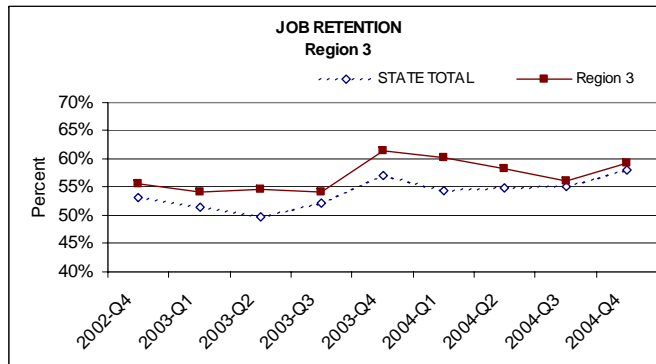
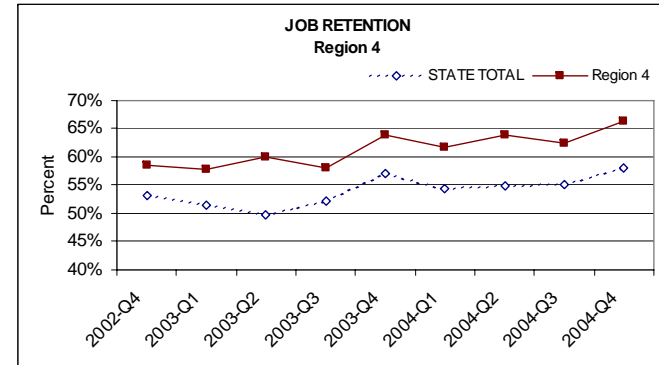
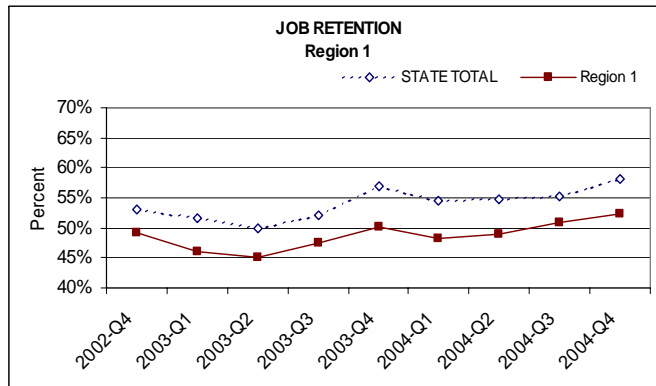
## Data Notes

Source: UI-Wage File  
LMEA data provided: 05-20-06

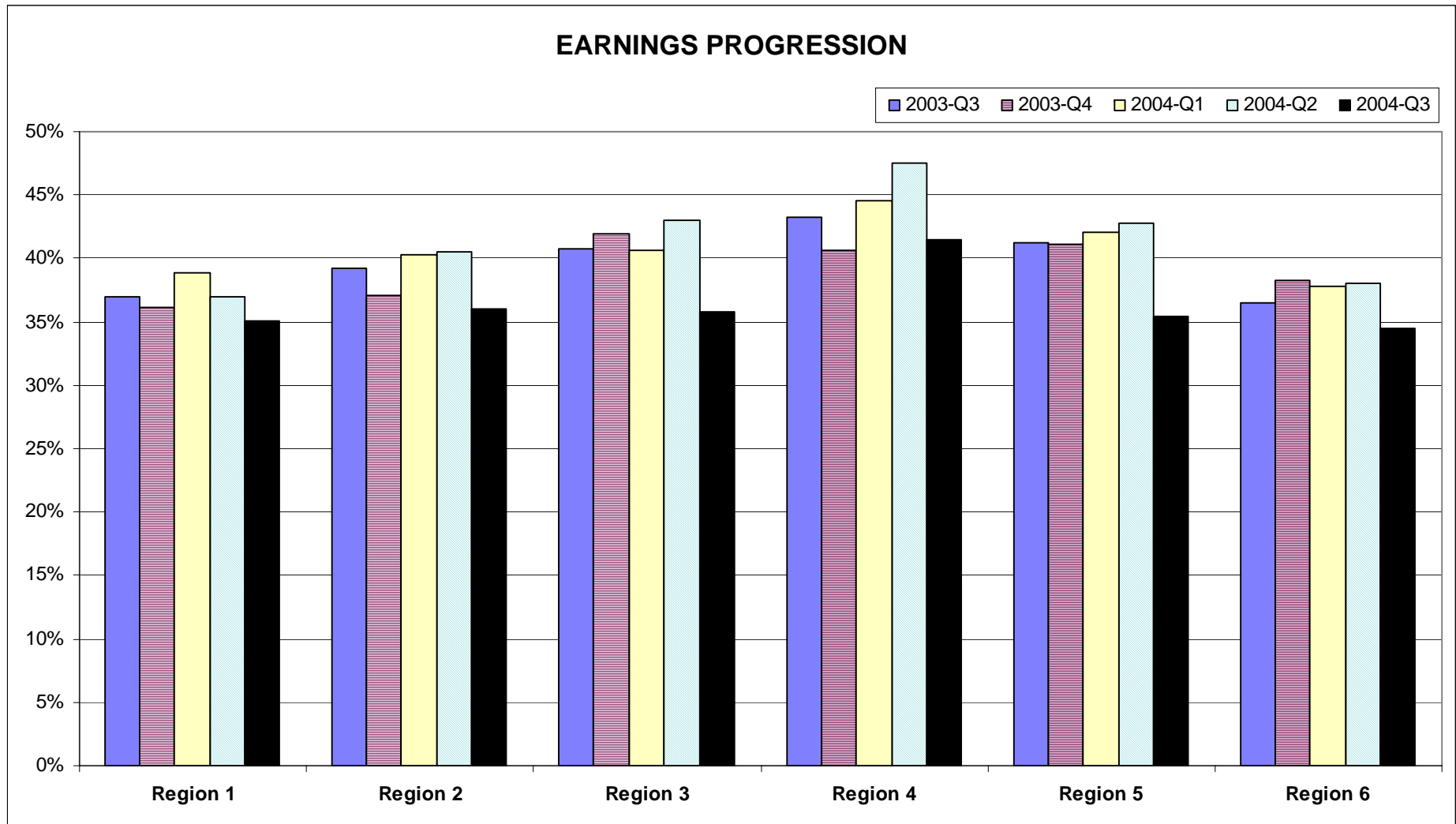
# WorkFirst GMAP – Employment Retention



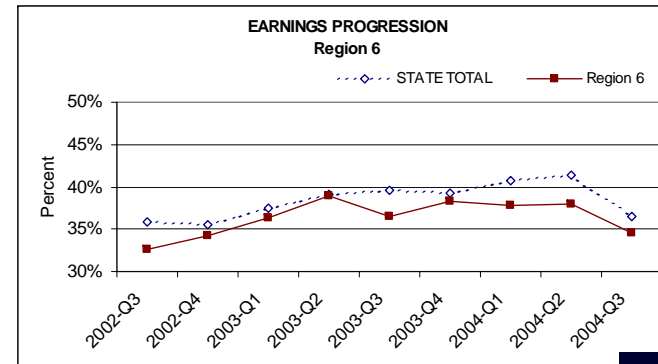
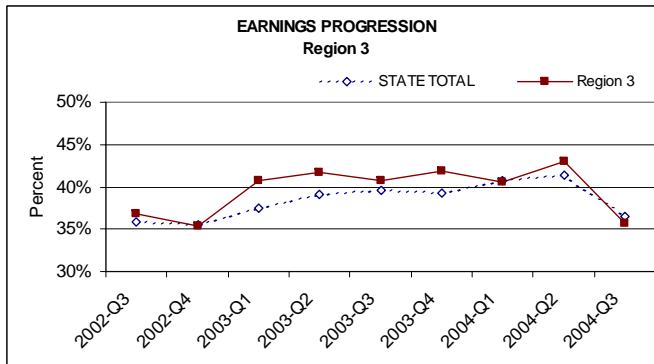
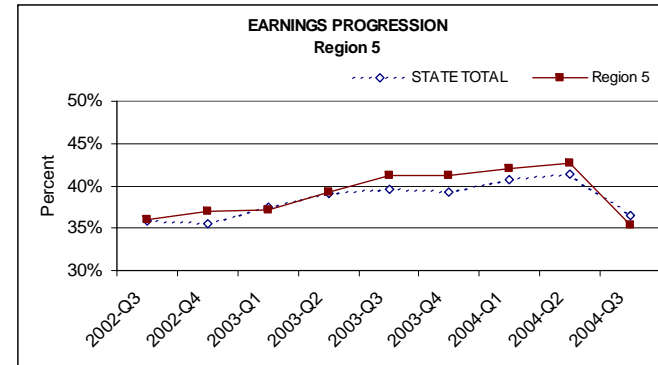
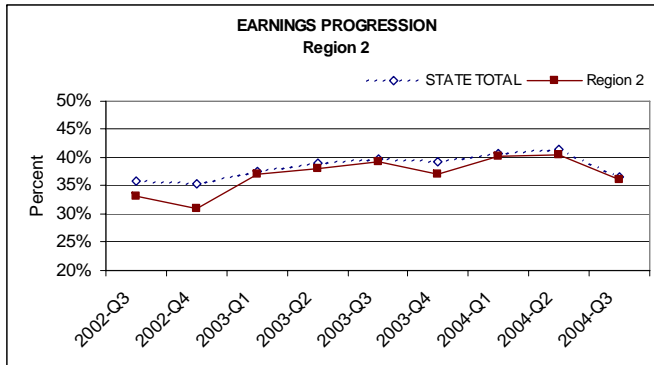
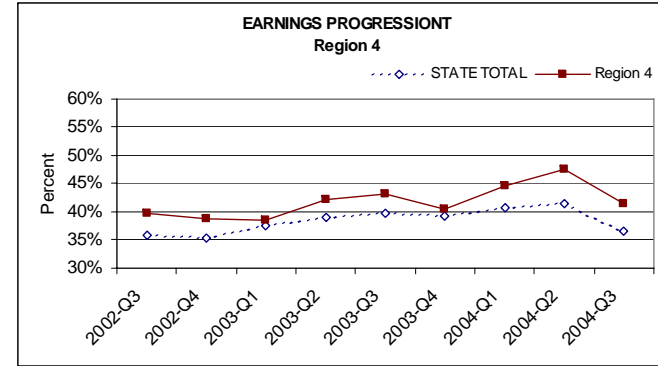
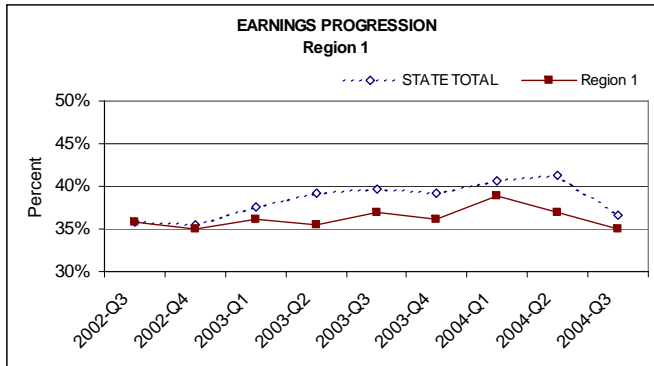
# WorkFirst GMAP – Employment Retention



# WorkFirst GMAP – Earnings Progression

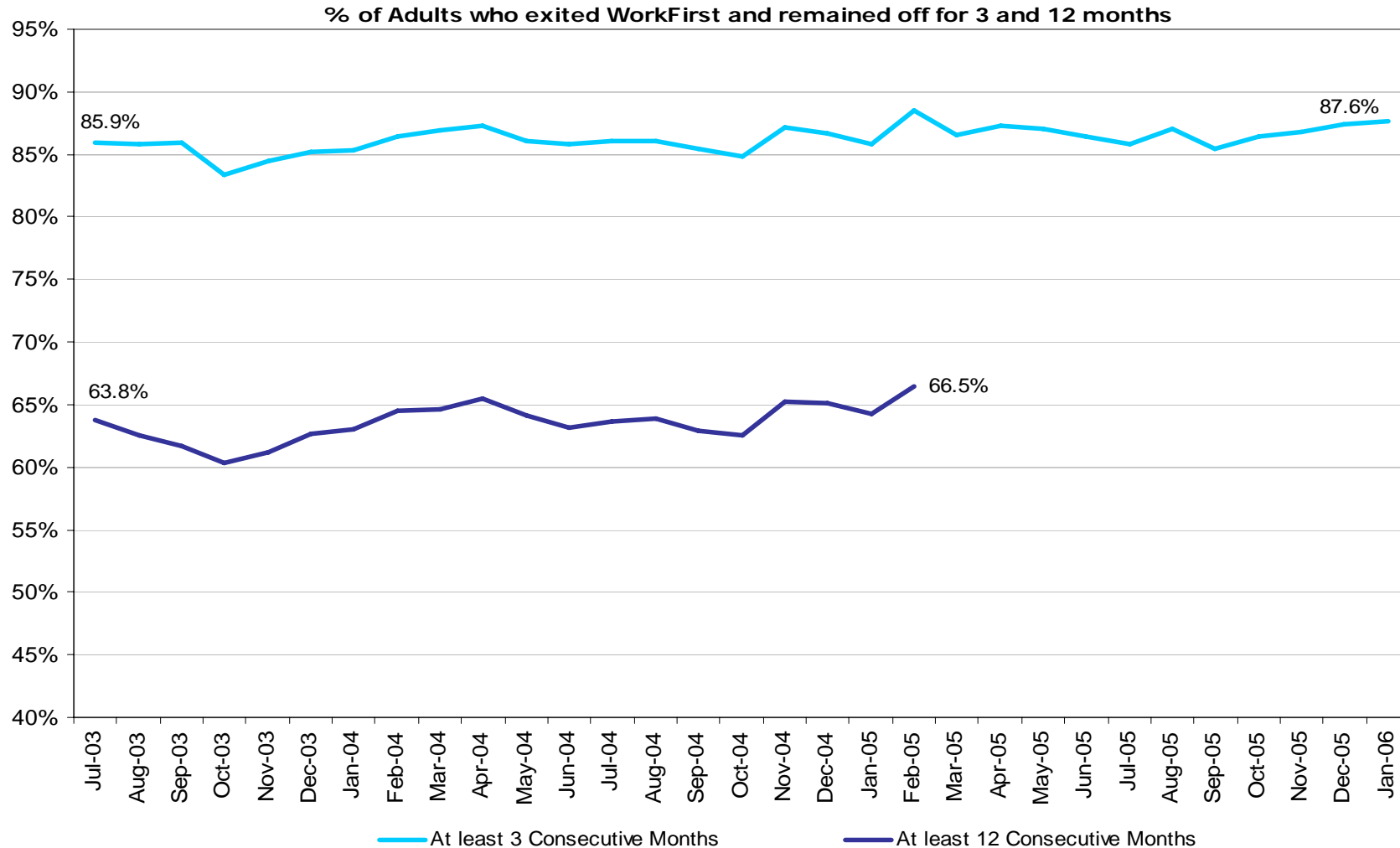


# WorkFirst GMAP – Earnings Progression



# WorkFirst GMAP – Caseload – Long-Term Exits

MEASURE | Long-Term Exits from WorkFirst



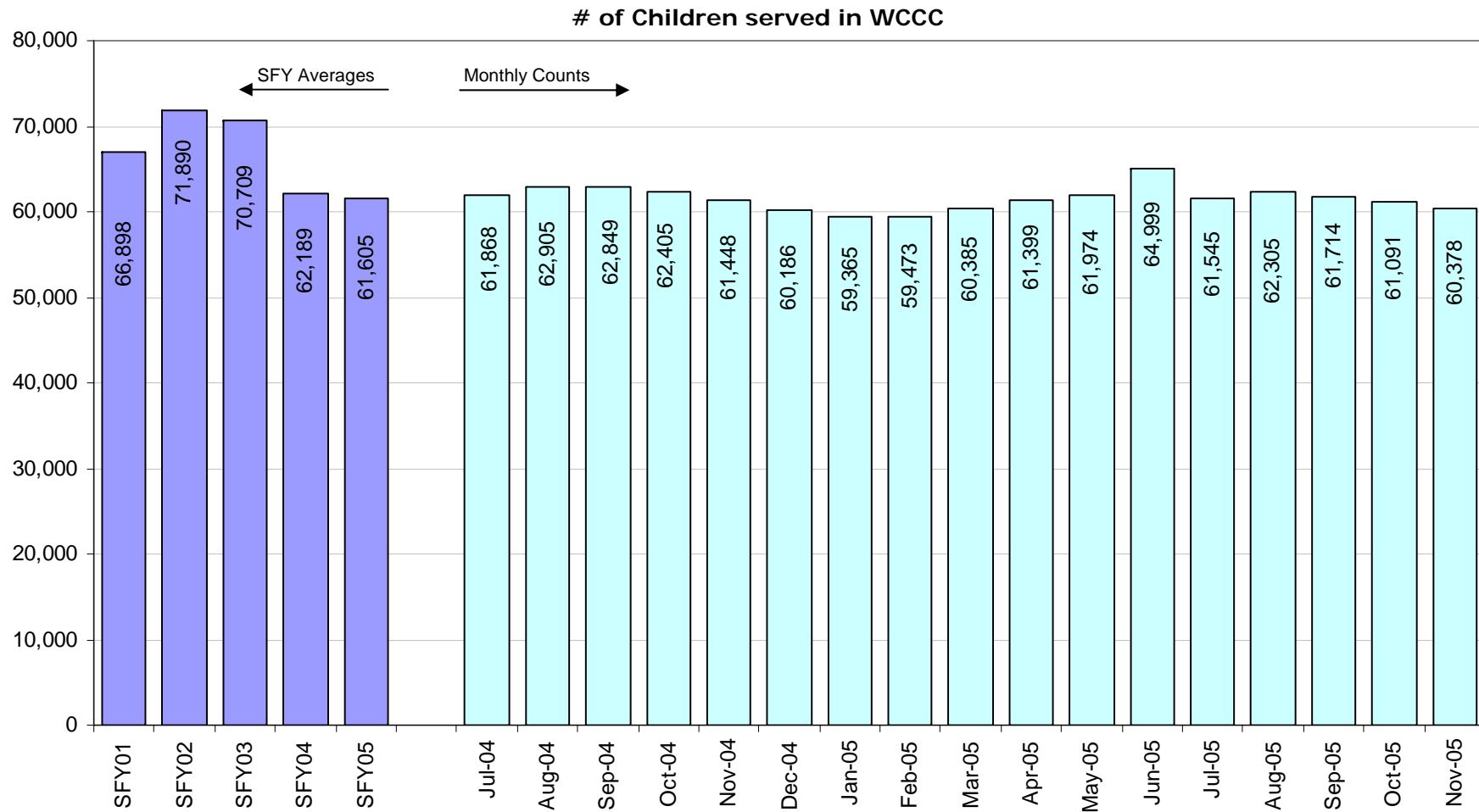
## Data Notes

SOURCE: ACES Data Warehouse/CSD Performance Reports.

Note: 14-month lag in data for 12-month exits.

# WorkFirst GMAP – Working Connections Child Care

MEASURE | Number of Children Served in Working Connections Child Care



## Data Notes

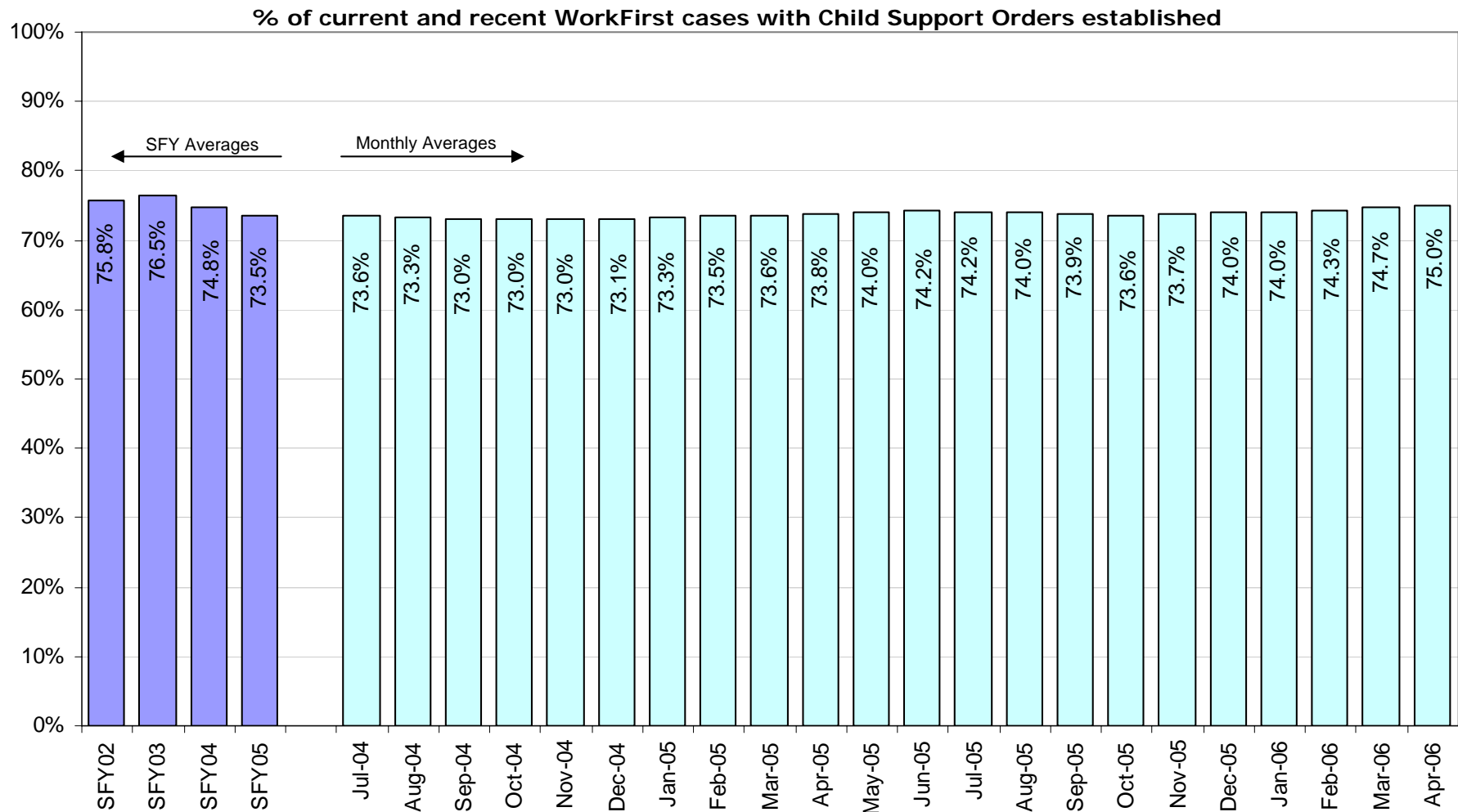
SOURCE: Counts are based on payment data from the Social Services Payment System.

Note: Data for the most recent 5 months are estimates of the final numbers.



# WorkFirst GMAP – Child Support

**MEASURE** | Percent of Current and Recent WorkFirst Cases with Child Support Orders Established



**Data Notes**

**SOURCE:** Data extracted from the Division of Child Support, Support Enforcement Management System (SEMS) as of May 2006.

**Note:** There is no SFY01 data available.

# WorkFirst GMAP – Child Support

**MEASURE | Percent of Current and Recent WorkFirst Cases with Child Support Orders Established**

## **ANALYSIS |**

- **Population** - cases in which custodial parents are actively on or have exited WorkFirst within prior 12 months (30% of total DCS caseload).
- **Cumulative results for SFY 06 thru April = 74.1% vs. SFY 05 thru April =73.3%.**
- **75% of the Current & Recent WorkFirst cases have orders compared to 89.6% of the total caseload.**
- **Profile of cases without orders:**
  - **64% have paternity at issue**
    - **Of those, 50% are actively being worked at the prosecutor's offices.**
    - **The other 50% can't be located (no address or assets) or have uncooperative custodial parents.**
- **Expecting up to 35,000 new Medical Assistance referrals this year due to enhanced electronic interface – may divert resources.**
- **Limited hearing slots – courts & administrative.**

| Action  | Who                  | Due Date        |
|---|----------------------|-----------------|
| Piloting outstation of DCS staff at prosecutor's office to help facilitate and coordinate paternity establishment efforts.                          | DCS Field Operations | Ongoing – 12/06 |
| Continue federally-funded Healthy Marriage and Fatherhood Initiatives. Demonstration site in Lakewood with Yakima site decision pending.            | DCS Field Operations | 2006-2011       |
| Continue federally-funded Bright Start grant to resolve paternity without court action. Demonstration sites in Tacoma, Fife, Yakima, and Vancouver. | DCS/DMRS/E-MAPS      | 10/05-9/08      |

### **Data Notes**

DCS = ESA Division of Child Support

DMRS = ESA Division of Management Resources & Services

E-MAPS = ESA Management Accountability and Performance Statistics